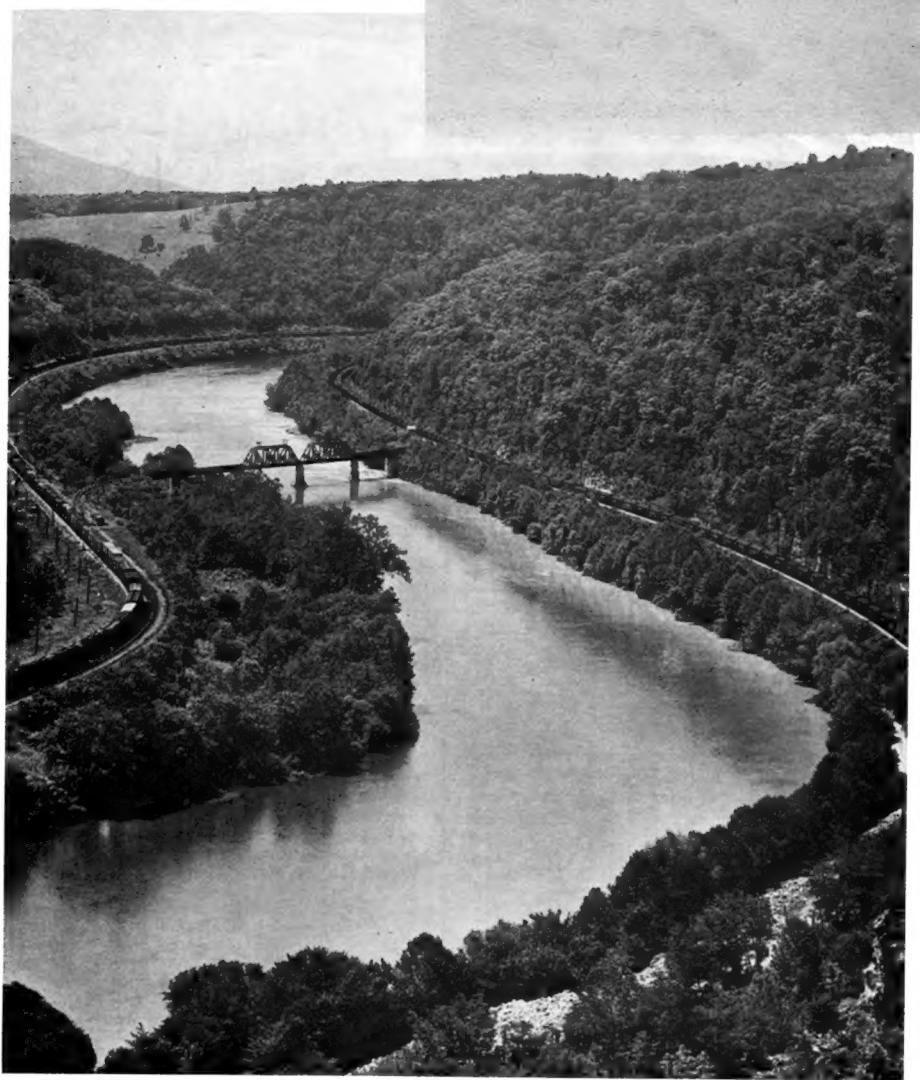


OCTOBER - NOVEMBER 1976

THE TRAIN DISPATCHER



Where is it? (See page 306)

THE TRAIN DISPATCHER

The TRAIN DISPATCHER

Vol. 58 October - November 1976 No. 7

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THE PRESIDENT'S PAGE

By Charles R. Pfenning, President



Due to the pressures of a heavy work load in recent weeks, plus the demands on his time as a result of his being a member of the FRA Operating Rules Advisory Committee, President Pfenning's column "The President's Page" will not appear in this issue.

There are two items of interest to the membership which he undoubtedly would have included in his column had he been able to write it: An Agreement has been negotiated and signed with Amtrak, under which the A.T.D.A. represents Amtrak's approximately 75 dispatchers, most of whom were A.T.D.A. members on other railroads. The Agreement is described by members of the Executive Board as a good one, well in line with the better contracts we have with other carriers.

The second item of interest is that the A.T.D.A. again represents the dispatchers on the Central of Vermont. In September 1969, the CV dispatchers office was moved from St. Albans, Vt., to Canada, and the men were no longer represented by us. Last fall that office was moved back to St. Albans, and the A.T.D.A. representation agreement was again negotiated. We welcome the CV men back to the fold.

I Like Very Much to Dispatch Trains

(Reprinted from the April-May 1961 issue of
THE TRAIN DISPATCHER)

By M. B. Grover

I like very much to dispatch trains.

I make the statement with full knowledge that it will furnish the basis for many "wise cracks." I should add, too, that there are some conditions attendant to the job which I wish were different. Certain areas of the work are so exacting as to permit no margin for error, whereas the human mind is not designed to be entirely free of the possibility of error. And the penalty for failure is a terrible one.

On the other hand, I chose to become a train dispatcher. No one forced me to do so. I continue to work at this job because I prefer it. I hold seniority as telegrapher, as do most other dispatchers, and could return to a telegrapher's position if I wished.

Train dispatching is a constant challenge. It usually demands the very best that I can give. When I fail to deliver my best effort, no one knows it better than I. Often the factors which enter into my day's work are so intangible that no officer or even another experienced dispatcher could possibly know what *could* have been done, without having sat in my place and had access to all the information which I had when I had it. But I know, and if I have proper pride in my work, I never go home completely satisfied unless I go with the knowledge that (1) I did the very best that could have been done in handling my responsibility, or (2) I learned from the day's experience how it could have been done better and should an identical set of circumstances arise again, I will do it better.

About 186 years ago, before there were any train dispatchers or even any trains to dispatch, a group of able men drew up and signed a document called "The Unanimous Declaration of the Thirteen United States of America," usually referred to in our history books as the Declaration of Independence. Among the rights being denied the people these men represented, and which they considered "inalienable," was the right to pursue happiness. I believe this right is as important today as it was then, and I further believe that I am denying myself something very precious if I fail to avail myself of it.

Attitude has much to do with the attainment of happiness. According to the Scotch dramatist, James Barrie, happiness consists not only in doing what one likes, but in liking what one has to do. And, of course, if a man determines to like what he has to do, he soon discovers he is doing what he likes.

If I persist in telling myself that I dislike my job, in envying a fellow in another line of work, in looking from the negative perspective, I can succeed in making myself pretty miserable. But it has been my experience that the more desirable qualities I look for in my job, the better I like it. And since it is the job I have chosen as a life work, the better I like it the more I have succeeded in my inevitable "pursuit of happiness."

I like very much to dispatch trains.

safety first: or is it?

By D. V. Chandler, A.T.D.A. Vice President



ing and application of the rules.

Some operating rules are so clear and concise that there can only be one meaning and application. An example is Rule 271, 281, and 282, in part, on CTC operations, from the Consolidated Code of Operating Rules.

"Rule 271. Trains or engines may occupy a track or tracks within specified limits and between specified times to perform switching or other work when authorized to do so by the control operator . . ."

"Rule 281. Authority to use an electrically locked switch, which is under control of the control operator, must be given verbally to member of crew by control operator."

"Rule 282. Seal on emergency release of electric lock must not be broken, or emergency release operated, without authority from the train dispatcher or control operator, except when communication is not available."

SITUATION: Service was requested by a rubber plant during the recent strike in the industry. A switch engine was manned by a Terminal Superintendent and a Terminal Trainmaster due to the regular crew refusing to cross a picket line. (These individuals are classed as officers in the ICC Occupational Classification, not as employees, and this distinction is stoutly defended by management.) The Terminal Superintendent contacted the Train Dispatcher to obtain permission to occupy the main track in accordance with Rule 271. Permission was denied due to this territory being covered by another permit granting exclusive use to another for a specified time.

RESULT: The signal maintainer, on instructions of the Terminal Superintendent, broke the seal and operated the emergency release of the electric lock without authority of the dispatcher as required by Rule 282. Then the electrically locked switch was used without the authority of the dispatcher as required by Rule 281. The switch engine moved to the plant, performed

legal notices

1976 DUES

For those who have elected to pay their 1976 dues on a quarterly basis, dues for the fourth quarter became payable on Oct. 1, 1976. Fourth quarter amounts are: Active, \$42.50; Active-Extra, \$21.25. Associate membership dues are payable on an annual basis only, the next payment for those already having paid their 1976 dues, being due on Jan. 1, 1977.

System dues in the amount established by the system committee on each road must be added to and accompany the national dues **FOR THE SAME DUES PAYING PERIOD THE NATIONAL DUES ARE PAID.**

the work, and returned to the yard. The broken seal was then replaced by the signal maintainer.

QUESTION: Is the Federal Railroad Administration remiss in their responsibilities in not requiring each railroad to also periodically instruct operating officers on the meaning and application of the railroad's operating rules? Should the operating rules apply to officers as well as employees? Has your railroad advised you as to the identity of "the proper authority" to apply if in doubt as to the meaning of any rule or special instruction? If it is the system rules examiner, to whom does he apply as to the meaning of any rule or special instruction, if in doubt, the Division Superintendent, Terminal Superintendent, Trainmaster, etc.?

Front Cover Picture

Someone mailed us the photo shown on the front cover of this issue, with no indication of the name of the sender or the locale of the scene pictured. Because the view is a rather striking one, a winding river spanned by a bridge with a railroad along each side of the stream, we printed the picture with the hope that someone would recognize the location and write us telling us where this unusual picture was taken.

Life — Living

When you talk about your troubles, your ailments, your diseases, your hurts, you give longer life to what makes you unhappy. Talking about your grievances merely adds to those grievances. Give recognition only to what you desire. Think and talk only about the good things that add to your enjoyment of your work and life. If you don't talk about your grievances, you'll be delighted to find them disappearing quickly.

Thomas Dreier

notable quotes

It's not that I'm afraid to die, I just don't want to be there when it happens.

Woody Allen

* * *

One thing that money alone can't buy is the wag of a dog's tail.

Helen and Larry Eisenberg

* * *

There are two ways of spreading light: To be the candle or the mirror that reflects it.

Edith Wharton

* * *

Good manners are made up of petty sacrifices.

Ralph Waldo Emerson

* * *

The earth provides enough for every man's need, but not for every man's greed.

Gandhi

* * *

Life is made up, not of great sacrifices or duties, but of little things in which smiles and kindnesses and small obligations, given habitually, are what win and preserve the heart and secure comfort.

Humphrey Davy

* * *

A man who lives right, and is right, has more power in his silence than another has by his words.

Phillips Brooks

* * *

Common sense is the knack of seeing things as they are and doing things as they ought to be done.

C. E. Stowe

* * *

I have suffered from being misunderstood, but would have suffered a lot more if I had been understood.

George Bernard Shaw

* * *

We all have strength enough to endure the misfortunes of others.

La Rochefoucauld

* * *

When you have many people out of work you have unemployment.

Calvin Coolidge

* * *

It takes less time to do a thing right than to explain why you did it wrong.

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recent board awards

By J. P. Erickson



A question arises of what a Carrier is required to do in the event it is subsequently found that the proper amount of notice was not given prior to a position being abolished. Could or would a tribunal require that Carrier to re-establish the position and start over with the abolition? Fourth Division Award 3377 states:

"The only violation established in the record before us resulted from Carrier's failure to give the 10 day notice prescribed by Mediation Agreement A-9288 dated February 2, 1973. The record indicates that on February 7, 1975, Carrier gave notice that the involved yardmaster position was abolished effective upon completion of tour of duty on February 10, 1975. Had a 10 day notice been given on February 7, 1975, the abolishment would not have been effective until completion of tour of duty on February 17, 1975.

"We have held that the proper measure of damages in such a case is 'limited to the period of time which Carrier failed to properly give under the Agreement' (Award 3054-O'Brien) and in the instant case that is the period from February 10 to February 17, 1975. Claim is therefore sustained for the claim dates *falling within this period* (i.e., February 13, 14 and 15) and claim is denied for all other dates."

Several recent cases before the Board involved physical examinations and/or medical review by the Chief Medical Officer following the physical examination. Second Division Award 7102 involves many other points but it also gives a line of reasoning often followed by other tribunals, viz:

"While there admittedly is no contractual requirement that employees be examined by Carrier's Chief Medical Officer prior to being allowed to return to service, it is axiomatic that such a requirement is an inherent right of the Carrier. (cf., for example, Awards 6278, 6039 of the Second Division.) Absent a rule to the contrary, Carrier is not obligated to accept the opinion of the employee's personal physician. Yet, it is equally true that where no rule exists stating a specific time limit in which such an examination must be given by

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Carrier's Medical Officer, it is well established that Carrier has the obligation to render the examination within a reasonable time (cf. Second Division Awards 6629 and 6363)."

A new twist is placed on the rejection of new issues theory in *Third Division Award 21040* when a Carrier contention regarding evidence presented in the record was rejected by stating:

"This Board has been clear in its refusal to allow Organizations to go behind the record as established on the property and to advance arguments that were aimed at showing a prejudicial sequence of events, contrary to unrebutted matters of record. That same exclusion must control here. This Board will consider that the documents of record are accurate on their face and we will not speculate as to what may, or may not, be a mere formality."

Affected employees cannot make individual agreements as shown by *Third Division Award 21043* which states:

"After a trial period and negotiation, the parties agreed to the conditions under which a compressed work week could be established. The agreement specified fixed rest days and work days.

"Carrier decided to vary the rest days and instead of negotiating with the Brotherhood it made individual agreements with the affected employees. The individual agreements are without effect and Carrier stands in violation of both the Agreement with respect to compressed work weeks and its obligation to deal with the Brotherhood. It is a basic proposition in labor relations that the obligation to bargain runs to the organization and not to individual members."

Many Carriers claim attending investigations as a witness is not "work" under the Agreement. *Second Division Award 7093* considering such a case states:

"The Carrier contends that neither Rule 3(a) nor Rule 3(d) supports the Organization's contention. Indeed that Rule 3 does not support claim for compensation at any rate. The Carrier contends that if there has been a practice of compensating witnesses for after-hours attendance at investigations even at the straight time rate, this practice is purely local and does not establish a binding precedent. The Carrier has ordered this local practice of compensating witnesses for after-hours attendance of investigations at the straight time rate stopped (Carrier's Submission p. 11, Carrier's Rebuttal p. 2).

"Rule 3(a) states:

'All work performed outside of bulletined hours will be paid for at the rate of time and one-half until relieved except as may be provided in rules hereinafter set out' (emphasis added)

"We find that the service performed by the Claimants as witnesses at the investigation for the Carrier is 'work' within the meaning of Agreement Rule 3(a). Certainly the Carrier

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had the right to require the Claimants to appear at the investigation. And, the Claimants clearly had the obligation to appear or be subject to charges of insubordination for failure to follow the instructions of Superintendent Dettmen. The Claimants were not themselves charged with any violation in the matter being investigated. The Claimants were called in the instant case, during a seven hour period of the day which but for Carrier's instructions would have been their rest, relaxation or personal time, solely at the behest and for the benefit of the Carrier. We can find no contractual limitation on the word 'work' as found in Rule 3(a), no reference is made to the Classification of Work Rules of the signatory crafts to the Agreement, and we are not empowered to rewrite the Agreement. Thus we find that the serving as witnesses at an investigation after work hours is 'work' within the meaning of Rule 3(a)."

Discipline cases continue to make up a considerable portion of the cases submitted to the Board. Some recent Awards about discipline are:

Fourth Division Award 3360:

"Claimant had an unlisted telephone number. He refused to give it to the Carrier even after he was directed to do so by his supervisor. An investigation was held for alleged insubordination. He was thereafter found guilty of the offense and he was assessed ten (10) actual days of suspension.

"Carrier complied in every respect with Rule 17 of the Agreement. The notice advising the Claimant of the investigation was explicit. The purpose of the investigation was to determine his 'insubordination and failure to comply with instructions of Division Engineer R. L. Taylor, when instructed to furnish home telephone number for availability under provisions of current agreement.' He was given every opportunity to present evidence in his behalf and his representatives were present at the investigation. Neither he nor his representatives explicitly complained about the conduct of the hearing.

"Claimant occupied a position of Assistant Engineer. His job required that he be available for emergency work. Carrier had to know his telephone number in order to reach him quickly when a necessity arose.

"It is not a good, sufficient and reasonable reason to refuse his home telephone number because he had previously, under another number, received obscene calls. There is no probative evidence that such calls emanated from persons employed by the Carrier who had access to his number. Nor is the Carrier a guarantor for indiscretions of its employees for incidents not arising from their job duties. Claimant has the right to an unlisted telephone number. But where, like here, it is the employee's obligation to be available and answer emergency calls, he must disclose his unlisted number to the Carrier if he desires to retain his employment. This is not an infringement on his personal rights."

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Fourth Division Award 3375:

"It is the allegation of the Organization that there is no evidence in the transcript to support a finding that Claimant was responsible as charged.

"In Third Division Award 13179, cited by Carrier, it is stated:

"In discipline cases, the Board sits as an appellate forum. As such, our function is confined to determining whether (1) claimant was afforded a fair and impartial hearing; (2) the finding of guilty as charged is supported by substantial evidence; and (3) the discipline imposed is reasonable.

"We do not weigh the evidence *de novo*. If *there is material and relevant evidence*, which if believed by the trier of the facts, supports the finding of guilt, we must affirm the finding." (Italics the Board's).

"A point of view which this Board affirms. It is also aware 'that investigations are under the control of the Carrier, and are conducted by it. It is obvious that the Carrier's rights will be safeguarded at the hearing. The employee's rights must be protected likewise. The holding of the investigation is not for the purpose of proving the correctness of the charges but for the purpose of developing all the facts material to the charges, both against and favorable to the employee. This does not call for a knowledge of court procedure. It does call for the exercise of fair play.' (First Division Award No. 5297)."

Second Division Award 7119:

"We have reviewed the conflicting awards cited by the parties on the question of multiplicity of roles by Carrier officers in discipline cases. We continue to adhere to our earlier general opinions that Carrier combines such functions in one individual at its peril; that some minor overlapping of roles, while not to be encouraged, is not *prima facie* evidence without more of prejudicial procedural imperfections; that the greater the merging of roles the more compelling the influence of pre-judgment or prejudice and, that each such case must turn on its own merits. In the instant case we find that H. W. Sanders did not actually testify against Claimant in the hearing but that is literally the only function he did not fulfill in this matter. He activated the investigation, preferred the charges, held the hearing, reviewed the record, assessed the discipline, and denied the appeal. In so doing he fulfilled roles of investigator, prosecutor, trial judge and appellate judge. The disinterested development of evidence, the unbiased review thereof and the objective assessment of appropriate penalty inherent in concepts of fair and impartial discipline cannot be accomplished with such egregious overlapping of functions. This was not a mere technicality but a substantial denial of Claimant's rights. We are left with no alternative but to sustain the claim. See Awards 4536, 6329, 6439, 6795 and 7032."

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Just when you think sound discipline principles have been established which all neutrals would follow, someone rules as in Second Division Award 7035 stating:

"Examination and analysis of the record testimony indicates that there is much to be desired in the method in which the Investigation was conducted by the Hearing Officer. Leading questions were asked of the witnesses, extraneous and hearsay testimony was permitted, and the Hearing Officer made prejudicial comments and interjected his own 'testimony' by referring to a prior incident relating to Claimant which occurred on December 11, 1973.

"Nevertheless, Mr. Lagratta, Claimant's authorized Organization representative, who was present throughout, raised no protest or objection of any nature on any matter, did not request the opportunity to cross-examine any of the witnesses and, finally, when the offer was tendered and the Hearing Officer inquired:

'Q. Mr. Lagratta, do you have any questions or statements at this time?

Mr. Lagratta replied:

'A. No, I do not.'

"On balance, therefore, we conclude that Claimant was afforded a fair and proper hearing under the Rules on the specific charge against him, that he was fully cognizant of the charge and had ample opportunity to testify in his own behalf.

"In these circumstances, notwithstanding some irregularities in the conduct of the Investigation, where Claimant and his authorized representative have been present throughout the hearing and have participated therein without objection, we have held that Petitioner may not be heard, after an unfavorable result, to complain of the fairness of the hearing thereafter. The onus of raising timely proper protest and objection rests upon Claimant and his representative; it cannot be shifted to Carrier."

This again proves that all objections must be made during the investigation in order to have them considered and if it is to be contended that the investigation or hearing was not "fair and impartial," that objection should be taken sometime during the course of the investigation.

Bras — Comeback

According to Parisian designers, the old-fashioned brassiere is making a comeback. Invented 60 years ago and then abandoned by designer Rudi Gernreich when he introduced his new topless styles, the bra has again become a staple for "the natural look." Fashion-conscious women in Paris are currently buying transparent bras, while in London, Mary Quant, Britain's avant-garde designer, is turning them out with embroidered designs in strategic locations.

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Survivor Benefits For Students

From *Railroad Retirement Board*

The 18 to 22-year old children of deceased railroad employees may be eligible for survivor annuities under the Railroad Retirement Act if they are attending school on a full-time basis. Railroaders are thus assured that their children can receive some financial assistance to continue their education in the event of the employee's death.

The following questions are among those frequently asked the U.S. Railroad Retirement Board about these student benefits.

1. *How much do students' annuities generally amount to?*

At the end of June the average monthly benefit paid to a student by the U.S. Railroad Retirement Board was about \$254.

2. *What is required for the student to be eligible?*

He must be between 18 and 22 years old, unmarried, and attending school on a *full-time basis*. His deceased parent must have been insured for survivor benefits under the Railroad Retirement Act, which requires at least 10 years of railroad service and a "current connection" with the railroad industry. The current connection requirement is generally met if the parent was working in the railroad industry up to or shortly before his death or retirement. If the parent did not meet these requirements, the Social Security Administration will have jurisdiction over such benefits. In that event, benefits will be somewhat less.

Dependent grandchildren of employees may also qualify for annuities, if their parents are deceased or disabled.

3. *What is required for a child to qualify as a full-time student?*

A student attending day or evening classes meets this requirement if his course of study lasts at least 13 weeks, and if the school considers him a full-time student according to their standards. In addition, if he attends a high school, vocational school, or any educational institution other than a junior college, college or university, the student's rate of attendance must be at least 20 hours a week.

4. *Are there any restrictions on the type of school a student may attend in order to qualify for an annuity?*

Yes. He must attend a public school that is supported by the local, State, or Federal government; a private school that is approved by the State or is accredited by a recognized accrediting agency; or a nonaccredited school from which credits are accepted on transfer by at least three accredited schools. Attendance at foreign secondary schools and many foreign colleges and universities is also acceptable.

5. *Will enrollment in correspondence courses qualify a child as a full-time student?*

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Generally not. Only under certain special circumstances which prevent actual classroom presence can correspondence courses be considered to establish full-time attendance. Anyone considering correspondence courses should check with the nearest Board office for details concerning his specific case.

6. *If a child is taking some job-related courses at a college at the request of his employer, can he receive an annuity if he is receiving his salary while at school?*

No. The fact that his employer pays him while he is attending school disqualifies him for an annuity. However, a student participating in a work-study program (in which he works at a job assigned to or obtained for him by the school as an integral part of his instruction) is considered to be in full-time attendance.

7. *Will a student receive his annuity for the months that he is not in school?*

He can receive his annuity during periods of four months or less (such as summer vacation) if he was attending school full-time before the period began and *intends* to return to school full-time within four months.

8. *Will a student's earnings affect his annuity?*

The rules on earnings for students are the same as for other survivors. He may earn up to \$2,760 each year with no effect on his annuity. If he earns more, his annuity will be reduced at the rate of \$1 for every \$2 earned over \$2,760; however, he will not lose benefits for any month in which he earns \$230 or less. A student is not entitled to receive an annuity for any month in which he works in the railroad industry.

9. *When does a student's eligibility end?*

Entitlement to an annuity ends when a student reaches age 22, marries, or stops attending school on a full-time basis. However, his benefits can be extended through the end of the quarter or semester in which the student attains age 22, if he is in full-time attendance in the month he attains age 22, and he has not yet completed the requirements for a bachelor's degree.

10. *Is a student obligated to notify the Board if he decides to cease attending school full-time or to marry?*

Yes, he should notify the nearest district office of the Board immediately, in order to avoid a possible overpayment which may be difficult to repay. ANY CHECKS HE RECEIVES IN ERROR SHOULD BE RETURNED UNCASHED TO THE BOARD. It is also his responsibility to report his earnings to the Board if he expects to earn more than \$2,760 annually.

11. *Can the children of a retired employee qualify during the retiree's lifetime for student annuities like those provided for the children of a deceased employee?*

No, cash annuities are not payable to children while a retired employee is living. However, in some cases the annuity of a retiree himself is increased because of his student, minor, or disabled children through the special-guaranty pro-

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vision of the Act.

* * *

These questions and answers provide general information about benefits for students under the Railroad Retirement Act, but they cannot cover specific cases or particular circumstances. Further information may be obtained from any office of the U.S. Railroad Retirement Board.

They'll Ask It Every Time

From M. of W. Journal

When you come inside, dripping wet. "Is it raining out?"

* * *

When you are sitting next to an empty seat in a theatre, lunch counter or bus. "Is anybody sitting here?"

* * *

When you put on your hat and coat and head for the exit. "You leaving?"

* * *

When you get into an elevator with a red arrow pointing downward. "Going down?"

* * *

When you open the refrigerator door to see what's inside. "You hungry?"

* * *

When you answer the telephone at 2:30 a.m. "Did I wake you up?"

* * *

When you hand over a batch of mail. "Oh, did the mail man come?"

* * *

When you are sobbing your head off. "Is something wrong?"

* * *

When you stand in front of the fire rubbing your hands together. "You cold?"

* * *

When you can't find something you've lost. "Well, where did you leave it?"

* * *

When you are wandering around a hospital corridor in pajamas and bath robe. "You sick?"

* * *

When you let out a cry of anguish in the dentist chair. "Did I hurt you?"

* * *

When you state that you have just been to your uncle's funeral. "Oh, did he die?"

* * *

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The Republicans and Labor

By *Press Associates Incorporated*

It may be difficult for today's working people to believe but there was a time when the Republican Party made an effort to get along with organized labor. There was a time when the GOP leaders consulted with labor leaders, listened to their advice and counsel and even did some of the things labor favored for the common good.

It was a long time ago, of course, but old-timers in the labor movement can remember when such giants of labor as John L. Lewis of the Miners and "Big Bill" Hutcheson of the Carpenters and Matthew Woll of the Photo Engravers and John Frey of the Metal Trades Dept. and others on the AFL Executive Counsel got along fairly well with the Republican Party.

Samuel Gompers, the founding president of the American Federation of Labor, carefully steered an independent course between the two major parties. It was Gompers who said that American labor should not become closely attached to either political party—nor should it form its own political party because that had been tried by predecessors of the AFL and had failed.

Gompers believed that labor's principal job was to work for the economic betterment of union members and he was not too interested in whether a politician was a Democrat or Republican. It was Gompers who said that labor should elect its friends and defeat its enemies. And many Republicans made efforts to be friendly with labor at both the state and national levels.

One remembers Theodore Roosevelt, for example, who intervened in 1902 in "The Great Coal Strike" in the anthracite region of northern Pennsylvania. Unlike presidents before him and some since, "Teddy" Roosevelt injected himself into the dispute at the request of John Mitchell, then president of the United Mine Workers of America.

Roosevelt prevailed on the anthracite operators to sit down with the union and work out an agreement with the help of the Federal Government. There was no Labor Department or Mediation and Conciliation Service in those days. The settlement was a good one. It established for the first time in American history the principle that the Federal Government had a constructive "public interest" role in labor-management disagreements. But more importantly it also established the principle that the Federal Government ought to be neutral and not automatically support the employers and so-called captains of industry.

One remembers the great conservationist governor of Pennsylvania, the Republican Gifford Pinchot, who was regarded as a true friend of the working man.

There were a few others down through the years. But more and more, the Republican Party has isolated itself from organized labor. The Republicans, noticeably since Franklin Roosevelt's time in the 1930s, have taken positions harmful to unions and have practiced "negativism" in

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Congress and in the White House in relation to the human needs of working people.

When one thinks of specific labor issues, one thinks of the Taft-Hartley Act and the Landrum-Griffin Act, both pushed by Republicans and conservative Democrats. More broadly, Republicans have steadfastly opposed minimum wage improvements and health insurance and a federal role in reviving the economy. They favor tax giveaways to big business and the rich, they favor "right-to-work" laws. And, in their obsession with inflation, they would callously accept high-level unemployment into the 1980s.

There is something seriously wrong with the Grand Old Party which its present leaders cannot fathom, blinded as they seem to be by the glittering rhetoric of conservatism.

President Ford, desperately seeking to overcome an image of ineffectual leadership, is trying to persuade the voters that "Congress is the problem."

The Republican convention delegates were pushing "Rhodes for Speaker" on a slogan "'76 in '76." That the Republicans could gain 76 seats and propel minority leader John Rhodes of Arizona into the speakership is a symptom of the GOP malaise. The Republican platform asks for control of Congress just because the Democrats have been in control for 40 of the last 44 years. Rhodes even wrote a book, "The Futile System," which argues that the long Democratic control has weakened the fiber of representative government.

And yet, when Senator Jacob K. Javits of New York tried to tell the GOP convention that a political program "must give practical answers to the problems and aspirations of people," the delegates ignored him completely, as the TV cameras showed.

Javits appealed to the Republicans to become concerned about the ill, the elderly, the unemployed and those in need of housing, child care, food stamps, secure pensions and other protection from the "vicissitudes and catastrophes" of life.

"If we are the underdog, it's because we have not yet sent the American people the message that they want to hear," Javits said.

If America is to have a vigorous two-party system, it seems obvious that the Republicans have a lot of rethinking to do if they are going to catch up with the people.

6.9 Million Still Unemployed In May; Jobless Rate Drops Slightly To 7.3 Per Cent

By *Justin McCarthy*
PAI Staff Writer

Total unemployment and the unemployment rate were down slightly for May, the Bureau of Labor Statistics of the Labor Department reported.

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The total number of jobless workers for May was 6.9 million compared with 7 million in April. The jobless rate declined from 7.5 to 7.3 per cent.

In another report, the government said the total number of major labor areas on the "substantial" unemployment list was 129. A year ago the metropolitan areas on the list were 127. The total was 135 out of a possible 150 in September 1975. "Substantial" unemployment indicates major labor areas where the joblessness is 6 per cent or more with that rate expected to continue for at least two more months.

Additionally, 23 "other" (not major) labor areas were added to the "substantial" unemployment list in May. There are now 1,275 areas in the country classified as areas of "substantial" or persistent unemployment. Persistent unemployment exists in 10 major areas and 281 other areas. The government defines persistent joblessness as unemployment that is 50 per cent above the national average for three out of the last four years; or 75 per cent above the national average for two of the last three years, or 100 per cent above the national average for one of the last two years.

Areas of "substantial" unemployment where the jobless rate exceeded 10 per cent in May were Fresno, Riverside-San Bernardino-Ontario, Sacramento, San Diego, San Francisco-Oakland, Stockton, all in California; Bridgeport, New Haven, Waterbury, in Connecticut; Miami, Tampa, St. Petersburg, in Florida; Rockford, Ill.; Brockton, Fall River, Lawrence-Haverhill, Lowell, New Bedford, in Massachusetts; Battle Creek, Detroit, Flint, Muskegon-Norton Shores-Muskegon Heights, Saginaw, in Michigan; Atlantic City, Jersey City, Newark, Paterson-Clifton-Passaic, in New Jersey; Buffalo, New York City, Rochester, Utica-Rome, in New York; Erie, Northeast Pennsylvania, in Pennsylvania; Mayaguez, Ponce, San Juan, in Puerto Rico; Providence-Warwick-Pawtucket, in Rhode Island; Tacoma, Wash.

In the unemployment report for May it was noted that the reduction in joblessness took place almost entirely among adult women as their jobless rate fell 0.5 per cent to 6.8 per cent. The jobless rates for adult males and virtually all other labor force groups showed little or no change although they were nearly all below recession peaks that were reached last year.

Construction unemployment was 14.1 per cent in May, down from 15.3 per cent in April. There were an estimated 604,000 construction workers out of work. Construction joblessness continues at the highest rate of any industry group.

Black teenage unemployment in May was 38.5 per cent, down from April's 39.2 per cent but still above last May's 37.3 per cent. White teenage joblessness was 16.3 per cent this May as compared with 18.3 per cent a year ago. Unemployment among black adults was 12.2 per cent.

The average duration of joblessness in May

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was 15 weeks, down 0.7 per cent from April.

In contrast to the slight reduction in total joblessness, those working part-time—which labor calls the partially unemployed—went up by 130,000 in May to 3.4 million.

Total employment in May increased by 300,000 to a high of 87.7 million. Employment has now risen by 3.6 million from the March 1975 recession low. The civilian labor force—those working or seeking work—held steady in May at 94.6 million, following a 720,000 increase in April. Over the past year the labor force has grown by 1.8 million, with adult women making up 1.1 million of the gain, adult men 500,000 and teenagers 200,000.

Total nonfarm payroll jobs edged up in May to 79 million. Slight over-the-month job gains occurred in 60 per cent of the 172 industries that make up the BLS index.

But manufacturing jobs were down slightly in May, due primarily to the strike of about 70,000 rubber workers. There were job gains in the service industries and in the transportation equipment industry. There was some growth in employment in state and local government.

The average workweek rose 0.3 hour to 36.3 hours and the manufacturing workweek rose 0.9 hour to 40.3 hours.

Average hourly earnings rose 1.3 per cent in May above the April level. Before adjustment for seasonality, average hourly earnings in May were \$4.83. Weekly earnings for the month averaged \$174.85, up \$4.08 from April. During the 12-month period ended in April, the hourly earnings index in dollars of constant purchasing power rose 1.5 per cent.

NTSB Calls For RR Rule Change

The National Transportation Safety Board recently called for a change in railroad operating rules that would require mainline trains to remain stopped, if the signal-controlled block of track ahead of them is occupied by another train.

Under present rules, a passenger train may be allowed to enter an occupied block, if it proceeds at restricted speed.

The Board's recommendation to the Federal Railroad Administration came in its report on a collision Oct. 17, 1975, near Wilmington, Delaware, involving three passenger trains operated by Penn Central Transportation Company.

Twenty-five persons were injured when a northbound passenger train struck the rear of another passenger train which had stopped when an equipment malfunction triggered its emergency brake system. The third train approaching on an adjacent track twelve minutes later, hit one of the cars derailed by the collision.

In the past, the Board said it had questioned the appropriateness of allowing a train to move into occupied blocks. "This accident again demonstrates that no train should be authorized to move into an occupied block," the Board said.

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The Board's investigation showed the engineer of the train that collided with the stalled passenger train did not respond properly to all signals.

At one point, he increased the speed of the train immediately in violation of an operating rule which required a delay before acting on a more favorable signal.

The probable cause of the accident, the Board said, was "the engineer's failure to operate his train according to established procedures. Contributing to the accident was the operational practice of the railroad industry which permits trains to enter occupied blocks. The second collision was caused by the absence of flagging."

Railroad operating rules require that flagging equipment be used to provide flag protection when a stopped train is in danger of being overtaken by another train. However, the rules also say flag protection is not required, for trains following on the same track, if the train is operating under automatic block signal system rules or traffic control system rules. This exception should be "eliminated," the Board said.

The Board, in its recommendations, urged the Federal Railroad Administration to require trains to be equipped with emergency flagging equipment, and to set regulations for flagging of the rear end of all stopped trains in passenger territory.

The Board also recommended that the Federal Railroad Administration set standards for rear end visibility of trains. The stopped passenger train "lacked conspicuity under the lighting conditions encountered at the time of the collision," the Board said.

Single copies of the Safety Board's complete report may be obtained without charge by writing to the Publications Branch, National Transportation Safety Board, Washington, D.C. 20594. Multiple copies may be purchased by mail from the National Technical Information Service, U.S. Department of Commerce, Springfield, Virginia 22151.

Supreme Court Issues Decision On Seniority

The U.S. Supreme Court has issued a ruling on job seniority.

Of particular importance was the Jersey Central Power and Light case in which organized labor argued in support of the "last-hired, first-fired" concept. A lower court originally ruled that "last-hired, first-fired" was not necessarily mandatory, even though called for in the Labor Agreement. That court ruled that persons engaged under an Affirmative Action Program—even if being the last hired—could be retained and some of those with more seniority could be let go. The case was appealed in the 3rd Circuit Court of Appeals and then went to the Supreme Court.

In the meantime, the Supreme Court had

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ruled on another case known as Franks vs. Bowman Transportation. In this case, the decision did not allow any type of preferential seniority treatment for minority group members who were discriminated against, but said workers may be awarded retroactive seniority back to the date of their original job application in cases where their hiring or promotion was denied or delayed because of race or sex.

The unions and management construe the Bowman case as upholding or sustaining the "last-hired, first-fired" concept which the Union sought to preserve.

So, what the Supreme Court did in Jersey Central is send the case back to the lower courts and direct them to reconsider it in the light of the ruling it made in the Bowman case. Theoretically, then, a minority employee at Jersey Central, if he or she meets the Bowman rule, can be made whole for past discrimination without undermining the integrity of the seniority systems.

The Price Of Death

Death and funerals are both subjects we tend to shy away from. Because of this, most people end up facing decisions on funeral arrangements when they're under great emotional stress. And, they have to decide quickly, as well. These are certainly painful conditions for determining what constitutes good value for the money.

The Federal Trade Commission has a new booklet that discusses different options available and their costs to consumers. For consumers or other interested groups, the booklet also includes a format for use in conducting price surveys in communities. For a copy of *The Price of Death*, send \$1.05 to the Consumer Information Center, Dept. 38, Pueblo, Colo. 81009.

In the U.S., the average cost for funeral and burial arrangements has been estimated at \$2,000. But, high cost death arrangements aren't inevitable. Although they're not widely publicized, lower cost arrangements are available. Consumers should ask about the options and the prices of various merchandise and services in order to make an informed purchase.

The booklet explains terms common to the death related industries. It includes information on traditional burial, cremation, and donation of the body to medical research. It also discusses different ways consumers can make prearrangements. One type of prearrangement is membership in a memorial society. The cost of joining a memorial society ranges from \$5 to \$20. The society may have a contract with one or more funeral homes that usually offer lower prices to members for services and merchandise. Memorial societies advocate simple, low-cost arrangements. They are listed in the yellow pages of the telephone book under Memorial Societies or Associations. □

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what's going on?

Nell Cadieux Retires: HQ Employee Since 1953

Ms. Nell Cadieux, secretary, successively to A.T.D.A. Presidents Braese, Springer, Coutts and Pfenning, and one of the senior members of the Headquarters staff, retired on Aug. 1, 1976, after 23 years with the Association.

Nell was born at Morrison, Ill., and lives at 7405 North Ridge, Chicago, Ill. 60645. She was honored at a retirement luncheon on July 30, attended by members of the Executive Board, members of the office staff, her daughter Mary Claire, and wives of several Board members; also Mrs. G. J. Nixon and Mrs. Jo Ann Erickson.

Nell is an honorary member of the National Ladies Auxiliary and at the past several conventions has actively assisted the N.L.A. members at their national meetings.

In the national House of Representatives it is the traditional custom to refer to male members as "the gentleman from Ohio" (or whatever state he represents) and it has also become the accepted practice to refer to female members as "the gentle lady from....." While Nell Cadieux has never been a member of the house, this appellation is a particularly fitting one for her because all her dealings with her associates and with the literally hundreds of A.T.D.A. members with whom she has become acquainted by reason of her A.T.D.A. employment, she surely qualifies for the description, gentle lady. She is known, respected and held in great esteem by many, many members of this fraternity and their ladies.

Ms. Judy Rivera has succeeded Nell as secretary to the President. She was employed on



Nell Cadieux and the A.T.D.A. Executive Board. Front row, L. to R., President Pfenning, Nell, Secretary-Treasurer Collins. Back row, L. to R., Vice Presidents Barney Hilbert, Duane Chandler, Bob Irvin and Bob Johnson.



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**Status of Disputes Submitted by A.T.D.A. to Third Division
National Railroad Adjustment Board**

Docket No.	Railroad	Subject of Dispute	Sub-mitted	Status as of 9-20-76
TD-21285	FW&D	Discipline (Armstrong).	4-1-75	Denied 8-31-76 Award No. 21227.
TD-20883	BN	Blanking-Combining Positions (Hannibal).	5-24-74	Assigned to Referee Sickles.
TD-21001	SCL	Compensation-Travel-Time (Hughes, Serwe, Driver).	9-17-74	Assigned to Referee Bailer.
TD-21065	N&W (NYC&StL)	Discipline (Semones).	11-7-74	Assigned to Referee Sickles.
TD-21187	BN	Compensation-Attending Investigation (Spade-Bell).	2-5-75	Assigned to Referee McBrearty.
TD-21162	DM&IR	Compensation-Rest Day (Lyons).	4-23-75	Assigned to Referee Bailer.
TD-21340	BN	Discipline (Hart).	5-13-75	Assigned to Referee McBrearty.
TD-21517	DM&IR	Blanking Position for Relief (Kennedy).	10-7-75	(a)
TD-21568	BN	Compensation, Rest Day Service Attending Investigation (LaMon).	11-10-75	(a)
TD-21674	SP (T&L)	Compensation-Guaranteed Assigned Dispatcher-Off Assignment (Brock).	1-15-76	(a)
TD-21670	AT&SF	Transfer of Work (TCS Bandini-Los Nietos).	1-20-76	(b)
TD-21692	BN	Compensation-Relief of Chief Dispatcher (Grand Forks).	3-2-76	(b)
TD. . . .	L&N	Discipline (Greene).	5-5-76	(c)
TD. . . .	Soo	Extra Work (Enderlin).	5-13-76	(c)
TD-21762	BN	Compensation, Time Traveling and Attending Investigation (Sheuerman).	5-25-76	(b)
TD. . . .	IHB	Discipline (Hurlburt).	6-10-76	(c)

Explanation of reference marks in "Status" Column

- (a) Awaiting referee assignment.
- (b) Awaiting rebuttals.
- (c) Awaiting Ex Parte.

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washington report

By Michael Marsh

Look ahead! That call was sounded in a speech about the future of U.S. transportation given recently by Paul Reistrup, president of Amtrak. Addressing the Rotary Club of Atlanta, Reistrup pointed to a "critical" imbalance in the way Americans travel today.

"In this country," he said, "87 per cent of the people who travel from city to city travel by automobile, 10 per cent travel by plane, 2 per cent travel by bus and only 1 per cent travel by train... The leverage is so great in that ominous 87-10-2-1 proportion that any small change in the availability of petroleum supplies would drastically alter the imbalance of the transportation setup."

That's because autos and planes require vastly more fuel per person/mile than trains or buses. Thus a shortage of oil products will push people away from autos and planes—and quickly overwhelm the trains and buses. This happened in 1973-74 during the Arab oil boycott. Even without another boycott, Reistrup noted that the world's oil supply is limited and is steadily being used up.

"In a world faced with the fact of petroleum depletion," Reistrup stressed, "we are going to have to turn to those modes of transportation which are most energy effective. Nothing is as effective as rolling a steel wheel on a steel rail. There is a railroad in your future and the oil crisis proves that."

That is the first crucial reason why a rescue and rebuilding of rail passenger capacity is vital, Reistrup explained. In addition, he noted, we already face "mushrooming" problems of transport congestion. "There are often" he said, "too many cars on the road, too many planes in the airways, too much real estate committed to parking garages all over our cities and towns and too many planes crowding the airports. And from this, pollution and environmental problems arise." Here, too, rail service can rescue us, he noted.

Reistrup went on to explain how Amtrak is tackling its three biggest problems—equipment, frequency and speed. In addition to many new locomotives, about 250 new Budd-built cars are now in service, with another 250 on order, he said. Also, Pullman-Standard is making 235 new bi-level cars and "they will begin to see service on our western long-distance routes next year," making "the finest trains in service anywhere in the world."

Frequency of service is being increased and "when our October timetable comes out, there are going to be some very important speed increases on some of our longest routes," Reistrup added.

Most of all, Reistrup said, "the Northeast Cor-

ridor will be our showcase." Here Congress has authorized \$1.6 billion to upgrade this corridor within five years. Amtrak has bought 456 miles of track in the Washington-New York-Boston corridor. It has also taken over from Conrail more than 130 stations, maintenance facilities in 12 cities, additional equipment and 266 miles of line in other Conrail areas.

Announcing this, Reistrup stressed: "Now that we own the tracks and stations in our most heavily traveled corridor, we are in a better position to control the operation and implement the improvement program."

When the program is completed, electric-powered trains will run in the corridor at speeds up to 120 miles per hour. Trains will connect New York and Washington in 2 hours and 40 minutes, and New York and Boston in 3 hours and 40 minutes.

Amtrak is still "in transition" from a very low point, Reistrup said. But he quickly added: "We have turned the corner and we are moving forward on all fronts."

* * *

Fifty years ago Congress passed the Railway Labor Act and recently the National Mediation Board, which administers most of the Act, organized a symposium to mark the anniversary. Many unions, industry, government and academic leaders attended.

The Railway Labor Act, as amended, regulates labor-management relations on the railroads and airlines. It has drawn lots of brickbats in the past. Some have denounced the delays in it. Others have demanded compulsory arbitration instead of the mediation processes of this Act. But the Act drew considerable praise from leaders at the symposium.

Labor Secretary W. J. Usery, Jr., for example, said this pioneer Act culminated efforts to "replace guns, muscle and blacklisting with a system of law and reason and responsibility." The Act, he added, "provides a civilized method for resolving disputes while protecting our economic liberty—a goal that has yet to be attained by much of the world."

Professor Charles Rehmus of the University of Michigan noted that the Railway Labor Act worked well at first in settling labor conflicts. Later, strife grew under the impact of economic changes and drastic cuts in rail jobs, he said. More recently, Rehmus said, labor-management relations on the rails have improved again. He credited that in part to new conditions and to the mergers of some formerly separate rail unions.

* * *

Other recent actions and reports of concern to railroaders included the following:

- After overwhelming passage by both Houses of Congress, President Ford signed into law a bill to strengthen railroad safety. The new Federal Railroad Safety Act of 1976, strongly backed by the rail unions, authorizes \$70 million over the

next two years to improve enforcement of existing rail safety laws, including more safety inspectors.

The new Act also boosts the minimum fines on carriers violating safety standards, brings signalmen and hostlers under hours of service protection, and requires transfer of lodging facilities for employees away from hazardous rail switching yard locations. It imposes penalties on railroads failing to provide clean, safe and sanitary sleeping quarters for employees during rest periods between assignments.

• Conrail announced that during its first three months of operation (April, May, June), 166 miles of new welded rail were laid at a cost of \$17.4 million. During the summer months the rate of installation of new rail was to rise to 100 miles a month, Conrail said.

• A new firm, Eastern Shore Railroad Co., has been organized to take over the 490 miles of former Penn Central rail line on the Delmarva Peninsula, running south of Wilmington, Del. This line, now operated by Conrail, had been slated for a takeover by Southern Railway. But Southern pulled out because it wouldn't agree with the unions on protective arrangements for the positions involved.

The new firm has recently been seeking legislation from Congress enabling it to take over and improve the 490 miles of Delmarva line. This plea got a boost from Attorney William Mahoney, speaking for all the rail unions involved. The unions expect "none of the problems" with the new firm that they had with the Southern, Mahoney said, and they "vigorously support" a takeover by "a responsible person such as the Eastern Shore Railroad Co."

• Along with improving traffic, the nation's railroads this year are reporting a financial turnaround. According to the Association of American Railroads, the Class I railroads had gross operating revenues of nearly \$4.4 billion in the first quarter of 1976, up from \$3.8 billion in the same quarter a year ago. Net operating revenues in the first quarter of 1976 amounted to \$65.6 million, up from a deficit of \$116.2 million in the same quarter a year ago.

Dispatchers Class

The eighth Santa Fe dispatchers training class was completed recently at Amarillo, Tex., following several weeks of intensive study, training and testing. Norvel L. Andrews, staff assistant, operating department, was in charge of the class. Employees in the class were: Jimmyle L. Carrell, Illinois Division; Rick Gutierrez, Albuquerque Division; Nanette Whitten, Southern Division; Daniel Walker and Brian Fowler, both of Plains Division; Jerry Kincaid, Albuquerque Division, and Don Young, Los Angeles Division.

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editorial pickings

(The editorials selected for this department do not necessarily reflect the views and policy of the A.T.D.A., but are presented as a cross section of the positions taken by other publications. Editor)

WHO GETS WHAT?

From *Pennsylvania AFL-CIO News*

One of the ironies of the "big government" pitch is that the areas that make the most noise about it get back much more in federal tax dollars than they put in.

Though it's becoming an epidemic that's spread well beyond their borders, "big government" complaints always were loudest from politicians in the Plains states and the so-called "sunbelt" states of the south and southwest.

Yet, these states are Washington's major beneficiaries. Collectively, the sunbelt states in 1974 got \$13 billion more back from Washington than they contributed in federal taxes. In that same year, nine northern industrial states coughed up more than \$22 billion more than they got back.

New York paid \$17 billion more than was returned to it. Pennsylvania paid \$5.5 billion more.

In cents-on-the-tax-dollar returned from Washington, Pennsylvania gets 61, Ohio 51, New York 47, Illinois 39.

By contrast, Mississippi gets back \$2.34 for every federal tax dollar it provides. And Alabama, whose governor has made a career of whacking Washington, gets back \$1.34.

IT PAYS TO BE UNION

From *Union Gazette*

A new wage study shows that union members earn substantially more than nonunion workers doing the same jobs and that this differential has only a negligible effect on inflation.

The study, prepared by Princeton University Professor Orley Ashenfelter for the Administration's Council on Wage & Price Stability, revealed that the overall proportionate wage advantage for comparable union and nonunion workers was approximately 16 per cent last year.

In 1973, the country's union members earned an average 14 per cent more than nonunion workers in the same occupation. The gap between the two groups in 1967 was about 11 per cent.

Ashenfelter's highly technical analysis, titled "Union Relative Wage Effects: New Evidence and A Survey of Their Implications for Wage Inflation," debunked the myth propounded by some conservative economists that because union wages tend to be high they contribute to inflation.

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His analysis disclosed that unionism accounted for only a 1.2 per cent increase in the nation's aggregate wage level between 1967 and 1973 over what would otherwise have been the case.

CROSS OF THE MINER'S WIFE

From *Mine Workers Journal*

(Written by John L. Lewis in 1935)

"Just a couple of Christmases ago, on Christmas Eve, I went to the scene of an explosion in Illinois that killed all the men in the mine. They had no timber in it, they had no air in it, they had gas in it, and the inevitable happened—it blew up. And for a Christmas Eve gift, the families of that community gathered around that pit head, waiting for their dead to be brought out of the mine.

"I wonder who killed these people of mine...? Talk about the rights of management, the inherent right to do as they please... I protest to the Congress of the United States against their right to do this with the lives of my people.

"Who was it that did not ventilate the mine? Who was it that could not buy the fan? Who was it that could not replace broken-down and worn-out equipment?...

"That record is appalling... and it is a thing that bears heavily on the mind of every woman in the mining camp every morning when she sends her man to work."

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Prevention

Protest

...almost every section of our society seems to be dissatisfied with, or angry at, something or someone. Protests, confrontations and demonstrations have become the hallmark of our times. Labor unions protest the attitude of management and management protests the seemingly insatiable demands of their employees; firms protest the failure of government to devise ways of marketing their products in the world when two-thirds of the population is underfed; students protest for fundamental changes on the campuses of our colleges and universities. Almost everybody protests the high cost of living, the high cost of money and the high levels of taxation..."

Sir John Marks

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conversation pieces

According to a story being passed around among citizens of Moscow, Soviet leader Leonid Brezhnev has bowed to his wife's concern over his chain smoking habit, and carries an elaborate case equipped with a timing device that dispenses only one cigarette every 45 minutes. Leonid, however, beats the system by cadging cigarettes from subordinates.

* * *

Is Democratic Presidential nominee Jimmy Carter a tightwad or merely a man of thrifty habits? His aides often kid him about his habit of washing out his own shirt and socks at night when traveling.

* * *

The law recently passed by Congress designed to simplify the income tax code, to make it understandable to the average taxpayer, contains 1,500 pages and weighs 4½ pounds. Six hundred additional pages were necessary to explain the measure.

* * *

Fred Gurley, former president of the Santa Fe, often rode freight trains over various parts of the system. He preferred to ride in the locomotive cab rather than the caboose, because, he said, he would rather know where he was going than where he had been.

* * *

An article in *Railway Age* describes thoughtful and candid ideas of chief executives of five major U.S. roads on some of the freedoms which they believe must be restored to the railroads if they are to continue to perform a useful and irreplaceable role in America. The article is titled "A Bicentennial Bill of Rights for America's Railroads."

* * *

The Grand Trunk Western Railroad has set up a reward program to help combat attacks on train crews by trackside vandals and hoodlums. The program was announced in conjunction with the offer of a \$5,000 reward for information leading to the arrest and conviction of the person or persons responsible for the death of K. J. Podlewski, an engineer and B.I.E. member, who was fatally injured by a bottle thrown at the locomotive in which he was working on July 13 in Chicago. The publication *Modern Railroads* has contributed \$500 to be added to the reward.

* * *

Men's hats are making a comeback, according to the Headwear Institute of America. Sales are up 15 per cent over last year to \$250 million, and major department stores are reporting a brisk increase in sales.

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Thirty-nine dollars is what the average U.S. accountant charged for making out an itemized 1040 federal income tax return, according to the National Society of Public Accountants, noting that fees vary from \$48 in the Far West to \$32 in the Northwest. The salary of senior accountants averages \$21 per hour.

* * *

The daily average time of home-viewing of TV dropped between nine and 14 minutes in 1975. This is the first decrease in daily viewing time since the tube found its way into the living room, except for 1974 when there was a decrease of one minute from the previous year.

* * *

Institutional seating industry is prospering, largely because Americans are getting broader of beam. Hips in the U.S. have gained two to three inches in the past 30 years. The old seats just aren't wide enough any more.

* * *

Residents of the Chicago area can now get a free hearing test simply by calling a number set up by the Chicago Hearing Society. Four tones are played for each ear and if caller can't hear all four beeps, they're asked to look into the possibility that they have a hearing problem. The new service is proving popular in several other, smaller cities.

* * *

If you live in New Hampshire and think forced labor went out in America in 1776, you're 200 years off. The New Hampshire Supreme Court recently ruled that a member of the legislature, if needed to secure a quorum, can be arrested and brought into the House chamber to do the work he's paid for.

* * *

Saudi Arabia has a horrible under-employment problem. Saudi Arabia has told the U.S. it needs 500,000 foreign workers, but if you're an American Negro or a Jew forget it.

* * *

Do you know what domestic animal converts its food into meat most efficiently? It's the rabbit! Beef cattle convert at a ratio of eight to one; poultry, four to one; rabbits, three to one. Rabbits also reproduce most rapidly. You'll probably be seeing rabbit meat in your supermarket soon.

* * *

Observing the Bicentennial, the Jacwil Casket Company of Indiana is offering a red, white and blue funeral casket emblazoned with flags. Jacwil has named the model the "Spirit of '76."

* * *

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Track laying gang.

rail remnants

Working On the First Transcontinental Railroad in 1868 For \$3 A Day and Keep

(Editor's note: The following article by Barry B. Combs appears in the June edition of "Worklife," monthly publication of the Department of Labor's Employment and Training Administration. This is one of a series in "Worklife" on the role of workers in the making of the Republic.)

When Thomas Fitzgerald stepped ashore from a Missouri River steamboat at Omaha in June 1868, he knew exactly what he was after. It was the promise of a job and the good wages being paid to unskilled workers by the Union Pacific Railroad.

Newly arrived from Ireland, Fitzgerald, and thousands of others like him, could offer only a strong back, the will to work and an overwhelming desire to succeed in the new Nation. Rock-bottom on the socio-economic scale, the immigrant Irish of mid-19th century America had nowhere to go but up after fleeing from a homeland where starvation and over-population were real and present dangers. Twenty years earlier, 2 million of his countrymen had, in fact, starved when the potato crop failed.

Three dollars a day plus keep on the Union Pacific sounded good indeed. And there might be a bit of glory, too, in building the first transcontinental railroad.

Pressure for a railroad to link the American East with new settlements in California and Oregon had been growing since the outbreak of the Civil War in 1861. Proponents of the railroad argued it would join the two halves of the Nation together, make possible the settling of the West through cheap transportation, open up an avenue of trade with the Orient, and facilitate military operations against the Indians. When the Civil War began, Congress saw a threat to the Pacific Coast settlements and actual construction got under way 2 years later.

The scheme was a grand one. Two railroads would be chartered to build from east and west and meet somewhere in the middle of what was then called the "Great American Desert." Union Pacific would start from the raw frontier village of Omaha and build west. Central Pacific would begin in Sacramento and work east; and in pure 19th century competition the two would race to claim the western territory before the inevitable meeting.

Fitzgerald walked to the hiring hall and signed on. He was given a pass to get to end-of-track, which was then somewhere in the wilds of Wyoming Territory, 600 miles west of Omaha.

Those 600 miles of thin iron rails presented tremendous supply and personnel problems for the men charged with building the railroad. When construction started in 1863, end-of-track



Three dollars a day and keep.

was right at hand, but workers and materials were short in wartime economy. So short, in fact, that Indian squaws had been used for the first few miles of grading. With the war over, thousands of veterans and Irish immigrants were anxious for work; iron was available and the work boomed. In time, 10,000 workers were stretched over hundreds of miles, grading, tunneling, bridgebuilding, and tracklaying. It was up to headquarters in Omaha to keep them supplied with tools, materials and food over that narrow band of iron snaking across the prairie.

By no means was all the activity at end-of-track. Certainly that was where the actual rail laying took place and several hundred persons were employed there. But far more labor was necessary in preparing the roadbed. Trains could climb only modest grades, and thousands of workers and mules were strung out over several hundred miles ahead of the rails, preparing the way. Inclines of no more than 120 feet per mile had to be blasted and scraped through the mountains. Tunnels and bridges needed building and all in advance of the track-layers so that their steady pace would not be slowed.

Graders, mule handlers, cooks, carpenters, stonemasons and blacksmiths were just a few of the many skilled workers called on to build the railroad, in addition to the ever-present unskilled laborers. New skills were developed at end-of-track, where an ingenious building system had been devised. A self-contained construction train pushed by wood-burning locomotives inched forward behind the rail layers. In the train there

were cars for supplies, a rolling blacksmith shop, sleeping cars with bunks stacked three high, an office, cook car and eating car. A flat-car loaded with rails was at the point end. Between this car and the railhead a horse-drawn cart worked back and forth. Wrote an eyewitness:

"A light car, drawn by a single horse, gallops us to the front with its load of rails. Two men seize the end of a rail and start forward, the rest of the gang taking hold by twos, until it is clear of the car. They come forward at a run. At the word of command the rail is dropped in its place, right side up with care, while the same process goes on at the other side of the car. Less than thirty seconds to a rail for each gang, and so four rails go down to the minute...Close behind the first gang come gaugers, spikers and bolters, and a lively time they make of it. It is a grand 'anvil chorus'...It is played in triple time, three strokes to the spike. There are 10 spikes to a rail, 400 rails to a mile, 1,800 miles to San Francisco -- 21,000,000 times are those sledges to be swung; 21,000,000 times are they to come down with their sharp punctuation before the great work of modern America is complete."

Rail laying moved forward at the rate of a slow walk. Behind the rail handlers came a man dropping spikes, another setting up the ties under the ends of the rails, and then 30 to 40 more driving in the spikes and tamping ballast around the ties.

What was life like at end-of-track? Workdays began before the sun came up. Reveille was an-

nounced by a clanging bell that called workers from bunks inside and outside of the cars. Many of the workers, however, preferred to pitch tents on top of the cars to escape the stifling atmosphere inside. Another bell called them to breakfast in the mess car, which was no more than an extra long boxcar with a rough timber table down the center capable of seating 150 at a time. "At intervals of about a yard are wooden buckets of coffee, great plates of bread and platters of meat," reported a visiting New York newspaper writer. Tin plates were nailed to the table, thus saving the job of carrying them back and forth to a dishwasher. Between meals they were simply swabbed out with a soapy rag on the end of a stick.

Breakfast over, the workers went to work as the sun appeared over the rocky hills. An hour off for lunch, again taken in the mess car, and then back to the rails until sundown. It was a full day's work for young Fitzgerald and the others. Bathing was a luxury, dependent on the presence of nearby streams and, on the arid plains of Wyoming, streams were few and far between.

Entertainment was provided by gambling tables, bars, and brothels set up in tents at end-of-track by entrepreneurs whose sole concern was to separate the workers from their hard-earned money. These towns soon earned the sobriquet of "Hell-on-wheels."

When the last spike was driven at Promontory Summit, Utah Territory, May 10, 1869, the Nation went wild with excitement. The most monumental engineering and construction feat of the 19th century had been accomplished by men like Fitzgerald.

But what was the true significance of their work? For one thing it opened up the west to settlement. Now herds of longhorn cattle would start for eastern markets from railheads like Abilene and Ogallala. Homesteaders would pour into Nebraska and Kansas. But perhaps more importantly it proved to a Nation still recovering from the shattering effects of the Civil War that the American people could accomplish almost any task they set their collective mind to.

It had been finished in less than half the time predicted by even the most optimistic, and the last spike driven was one of solid gold.

fifty years ago

From the October and November 1926 issues of THE TRAIN DISPATCHER: *October issue:* An article by Bro. F. W. Perry of Rutland on a "first" in train orders dated 1852...A story about train dispatching in Russia with six hour days and 24 to 48 hour rest periods...C. P. Philbrick, old times rules expert, cites three "hazards" possible in use of train orders the moment a train order is issued; first, an error on the part of the dispatcher; second, error by re-

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ceiving operator, and third, failure of train crews to obey an order... The PRR was planning to spend \$8 million to install engine cab signalling... President William Green of the AFL predicted that "the five-day week is at hand..." Telephone and telegraph section of the American Association of Railroads submitted a plan for greater use of radio in operating trains. ... *Boy's World* magazine cited train dispatchers as a good example for boys... Puget Sound and Spokane Assemblies held meetings... Half page ad from "Old Ben Coal" ... Full page ad from Merchants Dispatch Transportation Co.

November issue: Forty nine cases were before the then new Mediation Board. The A.T.D.A. was trying to bring about formation of regional boards... Picture of Bros. Harry Treat of the Maine Central and Charlie Hawcock of the Burlington, carrying three fine haddock caught on a fishing trip on the coast of Maine... Eugene V. Debbs died at the age of 71... *Railway Age* bought the publication *Railway Review*. At the time this was thought to effect a monopoly in the field... The Milwaukee Road began installing roller bearings on passenger car wheels, the beginning of a new era in passenger car building. ... The next A.T.D.A. Convention was scheduled for July 1927 (they were held annually in those days)... Full page cover ad for Maytag Washers. ... Sample of 1926 humor: He, "Will you always be my little dumpling?" She, "Yes, as long as you make the dough."

twenty-five years ago

From the October and November 1951 issues of THE TRAIN DISPATCHER: *October issue:* In his column *Comments on Current Events*, President Braese announced the "September 12, 1951, Agreement" had been negotiated providing for an increase of \$49.76 per month and would become effective as of July 1, 1951, also that there was a good possibility that because of increases in the Cost of Living Index, there was an excellent chance that dispatchers' rates would be increased an additional \$2 or possibly \$4 effective as of October 1... A photo shows American soldier-dispatchers in Korea issuing train orders to Korean railmen, to be translated into the Korean language, for directions for movement of troop trains... Another photo shows B&O dispatchers training members of a railway operating battalion stationed at Ft. Meade, Md., who will later be sent to Korea to dispatch trains in the war in progress there... A feature article about the Minneapolis & St. Louis railroad depicts photos of general officers of that railroad; also pics of the dispatching force in the Minneapolis, Minn., and Oskaloosa, Iowa, offices; as well as a photo of General Chairman J. E. Dwyer... After nine years as PRR General Chairman, W. J. Newman resigned and took his retirement annuity effective Oct. 1, 1951... Featured also in the October issue were photos of Milwaukee Road System Treasurer H.

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M. Davis of Mitchell, S.D.; C&EI General Chairman E. W. Perry of Danville, Ill.; and Mr. and Mrs. Thomas Archipley of New York City, where Bro. Archipley is a dispatcher for the PRR. All were photographed during visits at National Headquarters during July and August 1951.

November issue: Cover photo of this issue was of a monument on the station grounds of the Erie Railroad at Harriman, N.Y., in commemoration of the 100th anniversary of the beginning of train dispatching, which occurred when Erie General Supt. Charles Minot, who was riding the westbound "day express," wired the agent at Goshen, next station west, to hold eastbound trains including the eastbound "day express," until Minot's arrival. He thus became the first to establish the practice of train dispatching, in the autumn of 1851. The late Forest Fenstermaker, one-time Erie General Chairman and A.T.D.A. National Trustee, was also in the photo of the commemorative monument.... The November issue carried an item announcing the marriage of Phyllis June Vohland of Indianapolis, Ind., first lady train dispatcher in the U.S., to Clarence Dewey Pangborn, a NYC yardmaster.... Sample of 1951 humor: Nothing is so gratifying to a wife as to see a double chin on her husband's old flame.

the old timers

25 Year Honor Members

In recognition of their 25 Year's of Continuous Membership in the A.T.D.A., the following brothers have been awarded the special 25-Year Membership Honor Emblem during September 1976.

R. E. Beverly	BN
W. R. Dauner	AT&SF
W. W. Flanders	NYC (Conrail)
W. C. Ginn Jr.	SCL
B. M. Martin	SLSW
D. J. Ott	CMS&P&P

Retirement — Travel

A leisurely cruise might not seem exciting to young people, except maybe for a young woman in search of a man who is unattached and has the time and money to travel instead of work and may, indeed, be in search of a wife. But for older people a cruise is great, without exception. It's easy living, even luxurious living, with plenty of people somewhat like you close at hand. The only trouble may be overeating, but with shuffleboard and deck tennis and brisk walks around the deck this can be compensated for. Or go ahead and gain a few pounds and lose them later.

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letters

Bro. Collins:

I wish to express my thanks and appreciation for the 25-year membership emblem and the Lifetime Complimentary Membership Card I received early in the year.

Yes, I reached the 70th birthday milestone this month and that reminded me that I had not written and acknowledged receipt of the above. Procrastination like this before my retirement four years ago would have resulted in my being lifted out of the Dispatcher's chair. However, at age 70 I believe a fellow has a right to slow down a bit—and believe me, I have. Outside of Church attendance, my activities consist of bird watching and participation in a few horseshoe pitching tourneys.

I appreciate especially the fact, that because of the Lifetime Complimentary Membership, I will be a member of the A.T.D.A. as long as I live.

With best wishes and regards to you and Association.

*Otis S. Plott (KCS, Retired)
2728 Rosemont St.,
Shreveport, La. 71108*

During the Republican presidential nominating campaign, the following ad appeared in a California paper: "Governor Reagan couldn't start a war but President Ford can. Governor Reagan couldn't pardon Nixon, but President Ford can, and did!"

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retirements of members

W. R. Brumbaugh NYNH&H

Retired on July 10, 1976: Wayne R. Brumbaugh of the Boston, Mass., office, New Haven Railroad, after 40 years of total railroad service, including 32 years as a train dispatcher.



Bro. Brumbaugh was born on Nov. 13, 1912, at Mamaroneck, N.Y. His first railroad employment was during high school summer vacations, in 1926, as extra ticket-agent-operator for the New York, Westchester & Boston Railroad, and in 1927 as extra operator for the New Haven, Berkshire Division. In 1928 he was hired with the Lackawanna as extra towerman and broke in as dispatcher. In 1929-1930 he worked as extra operator and dispatcher with the Buffalo & Susquehanna and later for the Buffalo, Rochester & Pittsburgh. Then he moved to the Erie, where he was furloughed at the end of 1931. During the ensuing depression he worked several brief assignments as operator and dispatcher for the Huntington & Broad Top Mountain and for the Susquehanna & New York Railroads.

He made his living as a commercial photographer in the years 1934 to 1940 inclusive, interspersed with short stints for the AAR, LV, and NYC. Late in 1940 he worked as transportation inspector for the Eastern Massachusetts Street Railway Co., and then from February 1941, until May 1942, was Chief Transportation Inspector for the U.S. Quartermaster Department at Fort Devens, Mass. This job was roughly equivalent to that of Railroad General Yardmaster.

He returned to railroading in May 1942, as towerman on the Boston Division of the New Haven and was promoted to train dispatcher at Boston in April 1944. He became Assistant Chief on third trick in October 1950, and returned to a trick job when the Providence and Boston offices were consolidated in October 1953. In March 1959, he became Relief Chief/Assistant Chief, continuing in that capacity until retirement.

He has been an A.T.D.A. member continuously since July 11, 1944, receiving the award of the 25-year membership Honor Emblem in 1969.

He lives at 179 Golden Road, Stoughton, Mass. 02072. During retirement he plans to travel, complete several books of photographs of trains taken during the era of steam operation, enjoy

his library of railroad books, and his large collection of employee time tables from railroads around the world.



J. J. Ackley BN

Retired on July 29, 1976: John J. Ackley of the Tacoma, Wash., office, Burlington Northern Railroad, after a railroad career totaling 37 years, of which 34 years were as a train dispatcher.



Bro. Ackley was born at Aberdeen, S.D., on April 23, 1916. His first employment in railroad work was in May 1939 as a telegrapher, and he was promoted to train dispatcher in January 1942. He spent 10 years as a trick dispatcher, and 24 years as afternoon Assistant Chief, (1952-1976).

Bro. Ackley has been an A.T.D.A. member continuously since February 1942, and was awarded the 25-year membership Honor Emblem in 1967.

During retirement he plans to continue active in his various endeavors which include returning to college for some courses, finishing the necessary work to attain his degree; also reading, writing, playing some golf, and increasing his interest and activity in community affairs.

Two social functions: A coffee hour on July 30 and an office picnic at a local lake were held in honor of Bro. Ackley and his wife, Helen. They were presented gifts and provided an expression of the esteem in which both are held by their associates in Tacoma. Their address is 3115 South 11th, Tacoma, Wash. 98405.



H. A. Gaudet NYNH&H

Retired on Aug. 22, 1976: Harold A. Gaudet of the New Haven office, New York, New Haven & Hartford Railroad, after 43 years of total railroad service, including 34 years as a train dispatcher.

Bro. Gaudet was born at Campbell's Cove, Prince Edward Island, Canada on July 23, 1908, when his father was working as a fireman for the New Haven Railroad. Bro. Gaudet's first employment in railroad service was as a Signal Department employee on Aug. 9, 1926, but was

laid off (furloughed) on March 6, 1930, because of the Great Depression. For the next seven years, he engaged in non-railroad employment, principally as a service station attendant.

In the spring of 1937, he resumed employment with the New Haven in the M. of W. Department, and on June 30 of that year transferred to the position of Signal Station Operator. He was promoted to train dispatcher on April 1, 1942, at the Providence, R.I., office, and transferred to the New Haven office when the Providence office was abolished in 1953.

He has been an A.T.D.A. member continuously since Nov. 2, 1942, and was awarded the 25-year membership Honor Emblem in 1967. During his time at the Providence office, he served a term as Office Chairman, and was a delegate to the fourteenth General Assembly in 1947.

Bro. Gaudet and his wife, Myra, live at 16 Vivian St. Waterford, Conn. 06385. They have no definite plans for the future, except to enjoy a reprieve from the 100-mile daily deadhead trip to and from work.



D. P. Harrison Conrail (NYC)

Retired on disability Nov. 27, 1975: David P. Harrison of the Toledo, Ohio, office, Conrail (NYC) Railroad, after a railroad career of 27 years, of which 12 years were as a train dispatcher.

Bro. Harrison was born at Toledo on Nov. 30, 1930. He began railroading as a tower operator and telegrapher on the NYC on Jan. 16, 1949. He was promoted to train dispatcher on May 1, 1963.

Bro. Harrison has been an A.T.D.A. member continuously since July 28, 1966.

He names as the important points in his career the change in operation from steam to diesel locomotives, and the merger of the NYC and PRR, which roads were ultimately consolidated with other lines to form the present Conrail system. His address is 7502 Westchester, Lambertville, Mich. 48144.



B. V. Weathers SCL

Retired on Sept. 9, 1976: Burke Vernon Weathers of the Raleigh, N.C., office, Seaboard Coast Line Railroad, after a railroad career totaling 39 years, of which 35 years were as a train dispatcher.

Bro. Weathers was born on May 12, 1916. His first railroad employment was as an operator with the Seaboard Air Line Railroad on Dec. 10, 1937. He was promoted to train dispatcher in 1941. In his 39 years of railroading, he reports that he worked very steadily, losing only one day's pay during all those years.

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He has been an A.T.D.A. member continuously since September 1942, and was awarded the 25-year membership Emblem in 1967.

Bro. Weathers' address is 2712 Gordon St., Raleigh, N.C. 27608.



J. A. Albert SP

Retired on July 11, 1976: John A. Albert of the Roseville, Calif., office, Southern Pacific Lines, after a railroad career of 40 years, of which 31 years were as a train dispatcher.

Bro. Albert was born at Earl Park, Ind., on July 11, 1916. His first employment in railroad service was with the Indiana Harbor Belt Railroad as a roundhouse laborer, in October 1937, and he became a telegrapher with the New York Central in July 1939. He was promoted to train dispatcher in December 1945.

He first joined the A.T.D.A. on Nov. 28, 1960.

Bro. Albert lives at 203 4th St., Roseville, Calif. 95678. During retirement he plans to spend some time traveling, fishing, and pursuing his "home hobbies."



D. O. Kightlinger Conrail (EL)

Retired on June 15, 1976: Donald O. Kightlinger of the Marion, Ohio, office, Erie-Lackawanna Railroad, after a railroad career of 37 years including 20 years as a train dispatcher.

Bro. Kightlinger was born on April 25, 1916. His first railroad employment was an operator with the Erie on June 16, 1939. He was promoted to train dispatcher on Nov. 6, 1955.

He has been an A.T.D.A. member continuously since Feb. 18, 1957.

His address is 650 E. Church St., Marion, Ohio 43302.



H. W. Churns Conrail (PRR)

Retired on Aug. 12, 1976: Harold W. Churns of the Pittsburgh, Pa., office, Conrail (PRR) Railroad, after 40 years of railroading, including 31 years as a train dispatcher.

Bro. Churns was born on Sept. 2, 1916. His first employment in railroad service was as a laborer in a steel shop at Pitcairn, Pa., in July 1936. He was furloughed in January 1938, and called back to work in March 1939. In June 1942, he transferred to a job as block operator, continuing as operator until his promotion to train dispatcher in June 1945. He was working a first trick assignment at Pittsburgh handling a main line assignment at the time of his retirement.

He first joined the A.T.D.A. in September

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1945.

He was honored at a retirement dinner on Sept. 11, 1976, at the Greensburg Moose Hall in Greensburg, Pa.

His plans for retirement include "sleeping in" every morning, and doing some traveling. His home is at 524 Alexander St., Greensburg, Pa. 15601.



Word has reached us of the following retirements. Our records are incomplete, appeals for further information have been unanswered, and further details are not now available to us.

A. A. Blumhart SP

Retired on June 1, 1976: Alvin A. Blumhart of the Roseville, Calif., office, Southern Pacific Railroad.

Bro. Blumhart was born on June 13, 1913. He first joined the A.T.D.A. on Feb. 13, 1946. His address is 7312 Kilborn Drive, Fair Oaks, Calif. 95628.

J. B. Ley Conrail (PRR)

Retired on April 29, 1967: John B. Ley of the New York, N.Y., Power Directors office, Conrail (PRR) Railroad.

Bro. Ley was born on Feb. 14, 1911. He has been an A.T.D.A. member continuously since Jan. 15, 1951, and was awarded the 25-year membership Honor Emblem in 1976. His address is 88 Springdale Ave., Neptune City, N.J. 07753.

C. L. Manley Conrail (NYC)

Retired on June 1, 1976: Chester L. Manley of the Indianapolis, Ind., office, Conrail (NYC) Railroad.

Bro. Manley was born on June 19, 1912. He has been an A.T.D.A. member continuously since Jan. 24, 1952. His address is 7013 N. Temple, Indianapolis, Ind. 46220.

R. R. Root NYC&StL

Retired on April 7, 1976: Ray R. Root of the Lima, Ohio, office, NYC&StL Railroad.

Bro. Root was born on Sept. 30, 1913. He has been an A.T.D.A. member continuously since April 18, 1946, and was awarded the 25-year membership Honor Emblem in May 1970. His address is 2301 Harding Highway, Lima, Ohio 45804.

L. D. Tull StL&SW

Retired on disability in June 1975: Loyd D. Tull of the Pine Bluff, Ark., office, Cotton Belt Railroad.

Bro. Tull was born on March 22, 1937. He has been an A.T.D.A. member since Feb. 5, 1971. His address is Rte 1, Box 51, Traskwood, Ark. 72167. □

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N. L. A. Notes

By Jo Ann Erickson

If you have ever had a life insurance man over to your home, and after listening to him, still didn't fully understand what he was talking about — you might find these terms helpful.

Life Insurance Terms You Should Know

The insured. The person named in the policy on whose life the policy is issued.

Beneficiary. The person named in the policy to receive the proceeds from the policy at the death of the insured.

Contingent beneficiary. One named to receive the proceeds if the original beneficiary dies before the insured.

Face amount. The sum stated on the face of the policy that will be paid in case of death or at the maturity of the policy.

Straight (ordinary) life insurance. Insurance on which the insured pays level premiums (set at one fixed price) for life.

Endowment policy. Insurance payable to the insured if he is living on the maturity date stated in the policy, or to a beneficiary if the insured dies before that date.

Limited payment life insurance. A type of straight life policy on which premiums are payable for a specified number of years (say, 20) or until a certain age — say, 65.

Family policy. One that insures all or several members of a family in one policy, generally whole life on the breadwinner and smaller amounts of term insurance on the dependent spouse and children, including those born after the policy is issued.

Term insurance. Insurance that is in force for only a specified number of years or until a specified age. **Renewable term** can be extended for a specified period without medical examination.

Convertible term can be exchanged for permanent insurance of the same value, also without medical examination or other evidence of insurability. **Decreasing term** is often used to insure payment of a mortgage or debt. This type of insurance keeps decreasing as the debt decreases and eventually terminates when the debt is paid off.

Participating policy. One that pays dividends

to the policyholder. A *nonparticipating policy*, of course, pays none.

Incontestable clause. This makes the policy indisputable after a specific period of time, usually two or three years, regardless of any statement made in the application.

Double indemnity. A rider authorizing payment of double the face amount of the policy if death is by accident.

Rated policy. One issued at a higher premium rate to an insured who has impaired health or a dangerous job.

Waiver of premium. A provision in some insurance policies exempting the policyholder from payment of premiums if he becomes disabled.

Guaranteed insurability. A policy option allowing the insured to buy a specified amount of additional insurance at stated intervals without the need for a medical examination or other evidence of insurability.

Grace period. The period allowed for late payment beyond the premium payment date (usually 30 or 31 days) before the policy is lapsed.

Automatic premium loan. A provision authorizing the company to pay, through a policy loan on the cash value of the policy, any premiums not paid by the end of the grace period.

Cash surrender value. The amount available to you in cash upon the voluntary termination of a whole life policy before it becomes payable by death or maturity.

Nonforfeiture option. One of the choices available to the whole life policyholder if he discontinues payment of his premiums: He may take the policy value in cash, as extended term insurance, for example, or as reduced paid-up permanent life insurance.

Settlement option. One of the ways the policyholder or the beneficiary may choose to have the proceeds paid.

soup to nonsense

By Jane Goodsell

When Is Now?

When department stores put up Christmas decorations, and children start writing letters to

Santa Claus, and disc jockeys haul out records of "Jingle Bells" and "White Christmas," it's getting on toward Halloween.

When candy stores feature heart-shaped boxes of chocolate creams, and greeting card racks are stuffed with Valentines, and Cupid is all over the place, it's pretty nearly time to pay the fourth installment on my income tax.

When I get around to doing my spring cleaning, it's August.

When everyone in the family gets their Christmas thank-you notes written, it's time to start looking for the Easter bunny.

When we finally get the barbecue equipment put away in the basement, it's time to buy the Thanksgiving turkey.

When stores display new fall coats and suits, it's time to make picnic plans for the 4th of July.

When I remember Aunt Carrie's birthday, which is November 8, I've had time to break all my New Year's resolutions.

When newspaper advertisements warn me that Easter is right around the corner, I realize that St. Patrick's Day must be coming soon.

When stores are featuring Halloween candy and skeletons and ghost, it's the second week in September.

When store windows are filled with sun dresses, bathing suits and dark glasses, displayed against tropical beach scenes, it's January and it's snowing.

When the kids in our neighborhood start celebrating the 4th of July, it's the week after school is out in June.

consumer affairs

Warranty Help Is On The Way

By Virginia Knauer

*Special Assistant to the President and Director
Office of Consumer Affairs Department of
Health, Education and Welfare*

After buying a new product and getting it home, have you ever sat down to read the warranty and tried to figure out what was covered — and what was not?

If you were as baffled as most consumers, you'll be glad to know that help is on the way. As a result of new regulations issued by the Federal Trade Commission (FTC), warranties within a year will have to be easy to read and will tell you exactly what is covered, for how long and by whom.

The new regulations implement the Magnuson-Moss Warranty Act. The law does not require that manufacturers give a written warranty for their product, but specifies that if they do, the warranty must disclose its terms and conditions in simple language. To enforce this law, FTC developed a specific disclosure rule that applies

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to all written warranties on consumer products that cost more than \$15 (not including sales tax). The rule, which becomes effective Jan. 1, 1977, requires that the following be in a warranty:

- A clear description of the products, parts or components covered by — or excluded from — the warranty.
- A statement of what the warrantor (the manufacturer or store) will do if there is a defect or malfunction of the product — including a description of the items or services the warrantor will pay for or provide.

• The identity of the person to whom the written warranty is extended (explaining, for example, if the warranty is limited to the original buyer).

- The duration of the warranty.
- A step-by-step explanation of what the consumer should do to get repair or replacement of the product under warranty. This explanation should include such information as the name and address of the warrantor; the name, title and address of the department responsible for warranty obligations; and a telephone number that consumers can use without charge to get warranty information.

I shall be telling you about other warranty regulations in future columns. While waiting for the disclosure regulation to go into effect on Jan. 1, 1977, I suggest that you read all warranties carefully and ask questions if you don't understand the terms.

For more information about the disclosure regulation, you may contact the Office of Public Information, Federal Trade Commission, Washington, D.C. 20580, or call 202-523-3830.

Dogs Need Three Squares A Day

Dogs should be fed at least twice a day, and three times if possible, claims a leading pet expert.

"Eighty per cent of American pet owners feed their dogs once a day, and they shouldn't," declared Dr. Harry Stoliker, director of the Alpo Center for Advanced Pet Study in Allentown, Pa.

He emphasized that spreading out the feedings does not mean dogs should eat more food.

It's only aimed at helping the animal digest their daily intake of food better.

"The dog's digestive system won't be able to extract the full nutrient value from the food in a once-a-day feeding.

"If the dog is fed three times a day, he'll get complete digestion and use of the nutrients because you won't be overloading his digestive system," Stoliker explained.

Many years ago, old Henry Ford was asked on his 50th wedding anniversary how his marriage lasted so long. He replied, "By sticking to one model!"

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Bicentennial Noteworthies**Chain Of Iron**

Skilled craft workers at the Sterling Iron Works in New York built a giant iron chain and laid it across the Hudson River to protect West Point from British forces during the Revolutionary War. The chain was never broken, but West Point fell, nonetheless, due to Benedict Arnold's treachery.

**Growth**

The naysayers are the polluters of our future. They deny vital options to future generations. Everybody is running around saying we can't grow anymore. That will be a self-fulfilling prophecy unless someone stands up and says, "Oh yes we can!" Those who think we have reached the end of our tether live in an even more unreal world than those who in the last century advocated closing the patent offices because their mousy minds could not comprehend that there might be anything left to invent.

*Krafft A. Ehricke
Intellectual Digest*

Mrs. Rose Kennedy

In a national poll conducted by the Widows Travel Club, Mrs. Rose Kennedy placed No. 2 only to Jackie Onassis as "the most admired widow." She topped another daughter-in-law, Ethel, also Coretta King, Lady Bird Johnson and Mamie Eisenhower... In Mrs. Kennedy's autobiography, "Times to Remember," she wrote about discipline: "If a spanking is necessary, it ought to be a parent—not a babysitter or nursemaid—who gives it."

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obituaries

It is with sincere sorrow that the Association records the death of these members, a significant part of whose lives have been spent in support of our mutual ideals and purposes. We extend our sympathy to the bereaved families.

CLIFTON LEE DARLING, 97, of Clearwater, Fla., on Sept. 17, 1976, at the White House Nursing Home, Clearwater. He was a charter member of the American Train Dispatchers Association, and served as Secretary Treasurer from the beginning of the Association in 1917 until 1938, and as President from 1938 until 1944.



Bro. Darling was born at Currie, Minn., on Feb. 12, 1879, the son of George Cowles Darling and Belle West Darling. He graduated from the Bangor, Wis., high school on June 8, 1894, and attended college at Dixon, Ill., from March 1899 until June 1899.

His railroad career began as a crew caller with the Northern Pacific Railroad at Spokane, Wash., on Sept. 13, 1899, at a salary of \$40 per month, continuing until Oct. 8, 1901. He worked as a shoe salesman for Kemp & Herbert Co. of Spokane from Oct. 8, 1901, until Nov. 17, 1901, at \$15 per week, after which he returned to the NP as Trainmaster's Clerk from Nov. 17, 1901, until Jan. 3, 1902, at a salary of \$65 per month. He became a car tracer (NP) at the same rate of pay, from Jan. 3, 1902, until Jan. 1, 1904, when he became operator and Chief Dispatcher's Clerk at \$75 per month, working thus from Jan. 1, 1904, until Oct. 22, 1905. He was promoted to train dispatcher on Oct. 22, 1905, holding that assignment until June 1, 1918. Part of that time he was Night Chief Dispatcher, but he gave up that assignment for reasons of health. His salary during those 13 years ranged from \$100 per month to \$181 per month. During the last few of those years, he was also a member of the NP Examining and Instruction Board, Idaho Division.

He was, as noted above, one of the founding members of the AT.D.A., and, until his retirement, served on the Association's Executive Board for 27 years, serving as Secretary Treasurer and as President. He had been an AT.D.A. member for 59 years, and had been Honorary Past President

for 32 years.

He was married to Bertha Bernice Holloway of Spokane on Nov. 15, 1906. She preceded him in death.

Surviving are his two sons, Clifton Lee Darling, 65, and George Holloway Darling, 63.

WILLIAM A. CLEMENTS, 72, of Sacramento, Calif., on Aug. 6, 1976. He retired on Oct. 14, 1966, from the Sacramento, Calif., office, Western Pacific Railroad, after a railroad career of 29 years, of which 22 years were as a train dispatcher.



Bro. Clements was born at McFarland, Kan., on Nov. 8, 1903. His first railroad employment was as an operator on the C.R.I. & P. at Maple Hill, Kan., in 1923. He transferred to the WP in May 1937, holding his first job on that carrier as operator at East Oakland, Calif. He began breaking in as a dispatcher

at Sacramento in May 1944, and acquired his first dispatching assignment at Keddie, Calif., in 1944. He transferred to Sacramento in August 1947, when the Keddie office was closed and dispatching operations moved to Sacramento.

Prior to his employment with the C.R.I.P., he was employed at a garage and gasoline service station in Maple Hill, also carried mail from the depot to the Maple Hill post office. It was after he was laid off by the C.R.I.P. due to the depression that he migrated to California and hired with the WP.

He first joined the AT.D.A. on Sept. 19, 1944.

Surviving are his widow, Mrs. Helen Clements of 2182 Perkins Way, Sacramento, Calif. 95818, one son, Kirk Clements of Rancho Cordova, Calif., one sister and two grandsons.

JACK L. FECKLEY, 43, of Millbury, Ohio, on July 14, 1976. Death was attributed to heart disease.

Bro. Feckley was born at Toledo, Ohio, on Dec. 18, 1932. His first employment in railroad service was as an operator in June 1955, and he was promoted to train dispatcher at Toledo about April 1968.

He had been an AT.D.A. member continuously since July 28, 1969. He was also a member of St. Paul's United Methodist Church of Millbury, Ohio, and the Millbury Volunteer Fire Department. He was a veteran of the Korean

War, having served in the Marine Corps.

Surviving are his widow, Mrs. Shirley Feckley of Millbury, whose address is P.O. Box 92, Millbury, Ohio 43447; two daughters, Mrs. Pamela Bertok and Miss Jacki Lynn Feckley; one son, Richard Feckley; one brother; three sisters; and his mother, Mrs. Violet Feckley.

GLENN M. HOBACK, 66, of Fort Madison, Iowa, on Aug. 16, 1976. He retired from the Shopton Office, Santa Fe Railroad in March 1975, after 43 years of total railroad service, including 30 years as a train dispatcher.

Bro. Hoback was born at Talmage, Neb., on Aug. 22, 1909. His first railroad employment was as a part-time station helper for the Missouri Pacific Railroad at Nehawka, Neb., in 1922, and after finishing high school he worked as telegrapher for the MP at various locations. During the Great Depression, he was laid off by the MP and served briefly with the Santa Fe as telegrapher in New Mexico and California, after which he returned to Omaha and worked briefly for the C&NW. After the fall grain harvest, he hired with the Illinois Division of the Santa Fe where he spent the balance of his railroad career. He worked at McCook until he was promoted to train dispatcher in 1945 at Chillicothe. When the Illinois and Missouri Divisions of the Santa Fe were consolidated in 1956, Bro. Hoback was transferred to Shopton, (Fort Madison) Iowa, where he continued until retirement.

He had been an A.T.D.A. member continuously since December 1946, and was awarded the 25-year membership Honor Emblem in 1970.

Bro. Hoback had been a railroad "buff" for most of his life, and was particularly interested in steam locomotives. Many of his vacations were spent riding behind a UP steamer between Denver, Colo., and Lamarie, Wyo., or on a D&RGW narrow-gauge excursion line.

He is survived by his widow, Mrs. Genevieve Hoback of 2409 Avenue "D", Fort Madison, Iowa 52627; one daughter, Mary Hoback, 20, of Fort Madison; and one son, Thomas, 28, of San Francisco, Calif., who is employed by the Western Pacific. Another son, Danny, 18, died in 1976.

'Leatherneck' — Origin

"Leatherneck" is a sobriquet carried by each member of the U.S. Marine Corps. It originated with the first uniform of the corps which included a leather collar reaching from the collarbone to the ear. Primarily it served as protection for the jugular vein which was a vulnerable spot when the marines were boarding a ship. It also kept them at a constant attitude of attention.

Sunshine Magazine

When the magazine *National Business* asked its readers if we ought to amend the Constitution to require balanced federal budgets, they responded with an overwhelming 95 per cent "yes."

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the doctors say

By Lawrence E. Lamb, M.D.

Nitroglycerine as Medication

Reader: What effects do nitroglycerine tablets dissolve under the tongue have on people with heart trouble? It seems to bring relief. I would like to know how this is brought about and how much it is safe to take.

Dr. Lamb: The principle use of nitroglycerine tablets under the tongue is to relieve transitory chest pain from heart disease. The tablets lose their effectiveness quickly if not stored properly. They should be kept in a tightly sealed glass bottle from your pharmacist. A plastic container will not do. When the bottle is opened, take out a few for your needs and keep the rest in a tightly closed bottle inside the refrigerator. A fresh workable tablet should produce a distinct burning sensation under the tongue. Never use tablets that have been removed from the bottle for longer than a week.

Nitroglycerine causes muscle fibers to relax, mostly the type of muscle we call smooth muscle. Those are the involuntary muscles that are in the walls of the blood vessels and also in the digestive tube.

As the tiny smooth muscles in the veins relax, the veins expand and trap a larger amount of blood. There is less blood returned to the heart from the veins. The heart doesn't pump as much blood as before and the heart muscle works less.

The heart pain is caused by the heart muscle working too hard in comparison to the amount of circulation it is receiving. When the heart work is decreased the pain goes away. You are right. It works and is effective medicine.

Nitroglycerine also has other effects — some minor decrease in tone of the large arteries, and it even affects the mineral migrations, particularly potassium, in the cells of the heart muscle during an attack of heart pain. It will also reverse the changes in the electrocardiogram that are associated with some attacks of heart pain.

Sometimes the effects of nitroglycerine can mislead the doctor. The emphasis is on its role in relieving heart pain. It will also relieve pain from esophageal muscle spasm. Since esophageal spasm causes chest pain similar to heart pain it is easy to fall into the trap of thinking the relief of pain proves it was heart pain when in fact that may not be the case.

Occasionally nitroglycerine can cause a major drop in blood pressure. This can be an adverse reaction at the onset of a heart attack. For this reason nitroglycerine should only be used by the patient to relieve short recurrent anginal pains or to prevent them. I do not recommend that a patient take them when they have chest pain for the first time in months or the chest pain lasts more than seven or eight minutes.

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Take only one. Too often new or different or prolonged pain is a full blown heart attack and not just angina. The thing to do is call your doctor, not try to treat yourself.

How To Cope With Arthritis

It's hard to believe that anyone would want to deceive those suffering with arthritis by selling them a treatment that doesn't work. Still, every year victims of this painful disease waste hundreds of millions of dollars on fraudulent drugs, devices, and treatments.

The Department of Health, Education and Welfare has a new booklet that talks about quack cures. It also explains what doctors can do to help arthritis patients. For your copy of *How to Cope with Arthritis*, send 60 cents to the Consumer Information Center, Dept. 42, Pueblo, Colo. 81009.

One reason that quack remedies continue to convince many people of their supposed value is that the symptoms of rheumatoid arthritis disappear from time to time. Since these swings between pain and no pain may take place without apparent reason, often the patient or the practitioner credits the treatment being used at the time with curing the disease.

Because of this, many patients swear by apple cider, vinegar, dry climate or a copper wrist bracelet.

There's also no scientific evidence that hot springs, mineral waters or a warm dry climate have any special curing value.

If you have arthritis, it's especially important that you keep off extra pounds, so that you don't put any extra burden on your joints. But, often rheumatoid arthritis patients lose their appetite and become underweight or malnourished, and anemic.

If this happens to you, ask a nutritionist for ways to get enough iron and protein into your diet.

Although physicians don't usually give gout patients special diets, they will advise avoiding certain foods such as liver, kidney, caviar, and sweetbreads. They also discourage excessive use of alcoholic beverages and large amounts of fatty foods. But, they advise overweight gout patients to lose weight slowly because rapid weight loss can lead to attacks of gout.

Pollen Allergy

If you have a summer cold that hangs on and on, you might just be dealing with a pollen allergy. The Department of Health, Education and Welfare (HEW) says that it's important to consult a doctor about any respiratory illness lasting longer than a week, for a correct diagnosis, and treatment.

Maybe you're one of the more than 14 million Americans who suffer seasonal symptoms commonly but incorrectly thought of as "hay fever." If you suspect so, you may be interested in a HEW booklet that will answer your questions

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about pollen allergy. For a copy of *Pollen Allergy* send 40 cents to Consumer Information Center, Dept. 33, Pueblo, Colo. 81009.

Some of the symptoms of pollen allergy include sneezing a lot, a runny or stuffy nose, itchy eyes, nose, and throat, watery eyes and even conjunctivitis.

When the doctor suspects you might have this allergy, you may be given skin tests to identify which pollens are responsible.

Once diagnosed, three methods are used to treat an allergy: Avoidance of the allergen; medications; and allergy shots. You can avoid the allergens by getting away from the area where they are common or by staying in buildings with filtered air. If you can't avoid such allergens, medications such as antihistamines will control many symptoms, including sneezing, itching in the nose and throat, and nasal discharge.

Occasional use of nose drops or sprays can also provide temporary relief. Allergy shots are also used to prevent the uncomfortable symptoms, but no actual cure has yet been found.

Medical Clinic Agrees To Settlement In Job Safety Discrimination Dispute

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has reached settlement with Arkansas Orthopedic Clinic, Little Rock, in a dispute involving discharge of an employee who exercised rights under federal law.

The voluntary settlement resolved a discrimination complaint filed with OSHA by Donna Mourot. Mourot alleged that she was discharged from her job because she filed a safety and health complaint with OSHA about job hazards in her place of employment.

In the settlement, the clinic agreed to post a notice to employees for a period of at least 60 consecutive days affirming the company's agreement to refrain from discrimination against workers who exercise rights under the Occupational Safety and Health Act of 1970. The company also agreed to pay all backpay due to Mourot.

In addition, the company agreed to comply with all terms and provisions of the notice, including notification in writing to the OSHA Operations Review Officer-West as to what steps it has taken to comply.

Under the 1970 Act, employers are prohibited from taking adverse action against employees who exercise protected job safety-related activities.

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outdoor sportsman

By Herb Williams

"Often it's not what you don't know, but what you know that's wrong that gets you into trouble." . . . anonymous.

The truth of this statement is almost certain to be demonstrated once again this fall when someone gets lost in the high country and dies.

In cases of this kind, it's often the "wrong knowledge" about ourselves that cause problems. We don't realize how we might react in a survival situation.

There's a fine line between fear and panic. The fear occurs at that instant when you look around and see nothing familiar. It's nothing to be ashamed of. The big problem is in not letting it turn into panic. The simple fact of knowing that fear is a normal, natural thing and not having the wrong information that it can't happen to you is a great step in controlling it.

Another help is in knowing how people react when lost. Here's a log from numerous interviews with people who have been lost.

In the first three hours, you're not worried about you, but about how your family or friends will worry because you're late.

Around the fourth hour, morale starts to get low and you start feeling sorry for yourself.

By the seventh hour or so, morale comes up a little and you start to get angry, with feelings such as: "Where are your friends? Why aren't they looking for you? It's their fault you came along on this trip." In this phase you're blaming everyone but yourself.

By the time dawn arrives, you finally accept the fact that you're in a survival situation and that the only way you will survive is through your own efforts. Most are slow to admit this.

What to do at this point is another story, but knowing these thoughts have gone through the minds of others can help control fear and help you get through the first night.

And studies have shown that if a person survives the first night when lost in the wilds, there's a good chance he or she will survive to be rescued or find the way and walk out alive.

Father to Son

I was a dreamer, too, many years ago. I worked hard throughout a lifetime on some of those dreams. Well, somehow most of my dreams didn't come off. I guess they're not going to, Son. But now you have your dreams. I can see them shining in your eyes and in your actions. Son, perhaps my dreams weren't so much, anyway. They have become tired and slowed down. So now, since I can't do much more about building those long-ago dreams into reality, maybe I can help you along with yours.

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THE BILL AT A GLANCE
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How It Will Be Done:

1. Long-term planning of government activity.

Today government decisions about taxes, spending and the money supply are made without any long-range plans or goals for reducing unemployment. The Humphrey-Hawkins Bill would require the President to set goals and objectives to coordinate these activities—every year in the annual economic report of the President—and in a long-range "full employment and balanced growth plan" submitted to Congress for approval.

2. Job creation and job training during recessions.

The Humphrey-Hawkins Bill would require the development of a comprehensive plan for quickly and automatically providing: Anti-recession grants to state and local governments; public service and public works projects; and job training programs during recessions. These programs, in both the public and private sectors, would provide temporary jobs and training to the victims of economic downturns.

3. Special programs for depressed areas, industries and groups including youth.

Economic stagnation in Appalachia, the steady loss of jobs in America's urban areas, and the chronically high unemployment rates of young people and the victims of discrimination are well known events and facts. The Humphrey-Hawkins Bill mandates a variety of corrective actions—greater credit availability for depressed regions and urban areas to insure adequate investment; improved education, job training, medical and other services for the young, the unskilled, or those with skills made obsolete by technology.

How Much Will It Cost?

The Humphrey-Hawkins Bill commits America to plan ahead for full employment. But it is the full employment and balanced growth plan itself that will develop the precise mixture of programs and the exact cost. Obviously, much will depend on the employment situation when the first full employment and balanced growth plan is introduced. But some rough estimates have been made:

- The cost for the administration of the long-term planning of government activities would be about 50 million dollars.
- One estimate of the net cost for the entire program (considering the reductions which would occur in other programs like unemployment compensation) is 12 billion dollars.

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Bicentennial Labor Milestones

Two hundred years ago, about the same time the delegates to the Second Continental Congress were bickering over the wording of the Declaration of Independence, the American labor movement too, was in its fiery beginnings, the free nation and the free labor movement were to mature together, growing steadily in number, quality and resolve, throughout the first 200 years.

The labor movement seeded in fertile ground in the United States where love for freedom and dignity were almost fanatically sought. While printers in New York City and in Philadelphia organized in 1778 and 1786, it wasn't until 1842 that the Massachusetts court (Commonwealth v. Hunt) held that "labor unions, as such, are legal organizations..."

In 1847 the first state law establishing 10 hours as the maximum legal workday was passed in the State of New Hampshire.

In 1866 the National Labor Union was organized. It didn't last too long (1872) but was the first effort at creating a federation of trade unions.

Here are some other milestones:

1870—First written union contract—coal miners and operators.

1874—Cigarmakers first union in San Francisco makes use of the union label.

1877—First recorded instance of the use of federal troops in a labor dispute during peace time in railroad strike against a 10 per cent cut in pay. More than 100 killed and some 200 injured.

1881—Federation of Organized Trades and Labor Unions, later to become the AFL founded by 107 delegates in Pittsburgh. Present was Samuel Gompers, President of the Cigarmakers International Union—later first President of the AFL.

1882—Peter J. McGuire suggests setting aside one day a year to honor labor. First Labor Day celebration held in New York in September.

1884—Paper Machine Operators in Holyoke, Massachusetts organize.

1886—Under auspices of the Federation, 340,000 workers participate in a movement for the eight-hour day. At McCormick Reaper Works, four strikers are killed and others wounded. In a meeting at Chicago's Hay Market Square, called as a peaceful protest against the killings, a policeman is killed and several wounded. This aroused public opinion against unions and the 8-hour day. The AFL is organized at a Columbus, Ohio convention.

1892—Homestead Strike—death of strikers and Pinkerton guards in Massachusetts in strike against Carnegie Mills.

1893—International Brotherhood of Paper Makers chartered by AFL.

1894—Eugene V. Debs leads strike of the American Railway Union. Troops are called

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and union leaders are jailed. Strike is lost.

1903—Pulp workers admitted to IBPM—name changed to International Brotherhood of Paper Workers, Pulp, Sulphite and Paper Mill Workers.

1905—Pulp workers hold separate convention, vote to secede. J. T. Carey elected International President of the new union.

1909—Pulp, Sulphite chartered by AFL.

1911—Triangle Shirt Waist Company fire in New York on March 25, kills 146 workers long before the advent of OSHA.

1917—John P. Burke elected President PS&PMW.

1931—Davis-Bacon passed providing for union wage rates for public construction paid for with federal funds.

1932—Norris-La Guardia Act ending “government by injunction” and forbidding “yellow dog” contracts.

1935—National Labor Relations (Wagner) Act establishing right to organize.

1936—Walsh-Healy Act established labor standards on government contracts.

1938—Fair Labor Standards Act provided for a 25-cent minimum wage and time and one-half after 40 hours.

1947—Taft-Hartley Act passed.

1947—Paul L. Phillips elected President IBPM.

1954—17 States have “Right-to-Work” laws.

1955—Merger AFL-CIO.

1957—IBPM and UPA merged to become UPP.

1970—OSHA passed.

1972—Merger UPP and IBPS&PMW—Joseph P. Tonelli elected first President.

1974—ERISA passes setting federal standards for private pension plans.

1976—UPIU convenes Hollywood, Florida, October 11-15.

Federal Law Provides Privacy in Education

Do you have a legal right to see your child's school files? Does anyone else outside the school? What about the child?

Now that everyone has heard about the tendency of some school officials to describe a child's trouble in school as a learning disability, and to recommend that it be cured by psychotherapy and drugs, many parents wonder what the teachers and school psychologists have been putting into the record that will follow a child throughout his or her education career.

Parents legitimately fear that the new teacher in September might judge the child less on performance than on notes that earlier teachers, coaches, counselors have put into the child's secret file.

A Rhode Island mother who was curious about what her son's file might contain recently walked into the principal's office and demanded the file.

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She was so appalled by the many gossipy notes she found that she fought her way out of the office with the file, drove home with it, and refused to return it until the police were called and the school had agreed to get rid of 50 objectional notes.

The law apparently doesn't give a parent the right to censor the files in this way. Obviously there is some objectionable material that schools do have every right to keep. But, the mother was within her rights in demanding to see everything in the files. Congress recently passed a law giving every student and parent the right to know exactly what school administrators are writing about them.

The law, called the Family Educational Rights and Privacy Act, was enacted in 1974. It wasn't until June of this year, however, that the U.S. Department of Health, Education and Welfare got around to publishing regulations that make the law a workable reality.

Basically the Act, also known as the Buckley Amendment, gives parents and college students over 18 the right to see what is in the record, demand to have objectional material corrected, and have a hearing on the subject if the school refuses. If the school still refuses to take the material out, the victim has the right to add his or her own statement.

The law also says who can't see a child's school records. It puts a stop to the customary practice of turning them over to the police, probation officers, and prospective employers without the student's or parent's consent.

The Federal Government is supposed to enforce the Buckley Amendment by cutting off federal financial aid to any school district that violates the law.

Amtrak Route to Connect Seattle and Salt Lake City

From *Wall Street Journal*

Amtrak announced plans to initiate intercity passenger rail service between Seattle, Wash., and Salt Lake City next spring.

The experimental route, which must remain in service for two years, is in line with recent rail legislation calling for consideration of new passenger routes between major cities that don't currently have intercity rail service.

The new route will make stops at 21 cities, including Tacoma, Vancouver and Portland, Wash.; Pendleton and Ontario, Ore.; Boise, Idaho and Ogden, Utah.

Amtrak, or National Railroad Passenger Corp., as it is formally known, estimates that in its first year, the route will cost \$5.2 million to operate and will produce about a \$2.6 million loss.

Politics makes strange bedfellows but they soon get used to the bunk.

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The IRS is going to be in charge of administering Swine Flu shots. They're good at needling people.

* * *

My doctor said to get lots of fresh air, but forgot to tell me where to find it.

* * *

In the 1930's we didn't have to wait for an opinion poll to tell us we were in a recession; we knew it right away.

* * *

Then there was this Mexican acupuncture surgeon who made a hole in Juan.

* * *

Did you hear about the kid who was obscene but not heard?

* * *

Ever hear of the CIA football team? They play in the Snooper Bowl.

* * *

Many couples have round dining room tables — because the wife never serves a square meal.

* * *

Marriage is where a man's home is his hassle.

* * *

An airport is where people go to find out how late their plane will be.

* * *

Talk about boondoggling! Hear about the politician who proposed building a bridge over a river in his state — lengthwise?

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A Chicago man walked into the office of a friend recently to find him deep in thought. "Big problem?" he asked.

"Yes," was the answer. "I'm trying to decide on something. I'm trying to figure out whether I should leave home for work between 6:30 and 7:00 a.m. and join the rush to beat the rush; or should I leave between 7:00 and 8:00 and join the rush itself; or should I leave after 8:30 and join the rush that waited to miss the rush."

Jack Tighe, a scout for the Detroit Tigers, tells about the time they had a "Day" for him while he was managing in the minors. A new car drove in through the center field gate. Tighe's heart jumped. "Finally," he thought to himself, "I'm going to make it." The car drove up to home plate, a guy got out with a new set of luggage, and then the car went back through the center field gate.

A little boy who had spent a week at a dude ranch told his mother excitedly: "Mom, I even saw a man who makes horses."

"Are you sure?" asked his mother.

"Yes," he replied. "He had a horse nearly finished when I saw him, and he was just nailing on the feet."

Recently I ran into an Army buddy still in uniform, who had served with me in Vietnam. "That's quite an impressive row of ribbons you've got on your chest," I commented. "What did your girl say when she saw all your medals?"

"Well," he replied. "I guess the first thing she said was 'ouch!'"

A teacher asked her third-grade students to name some differences and similarities between frogs and toads.

"They both like insects," wrote one nine-year-old.

Her name is Maureen, but a man in the office called her Murine.

"That's not my name!" Maureen protested. "Murine is something for your eyes."

"Well — Murine?" the man said.

When the avid golfer arrived in Hades, he was overjoyed to find himself on the most beautiful golf course he'd ever seen. Grabbing a complete set of top-line pro clubs sitting near the first tee, he gleefully asked Lucifer, "Now, where are the balls?"

"There isn't a single one in the whole place," replied his host with a leer. "That's the hell of it."



When the cautious driver approached a railroad crossing, he stopped, looked, and listened. All he heard was another car — crashing into his rear bumper.

She: "You'd better go — my husband just drove up!"

He: "Where's the back door?"

She: "We don't have one."

He: "Where would you like one?"

While she was on a visit to a farm, Joanne, who is almost five, saw two pumps standing side by side. Naturally, the little girl from the city thought one pump was for hot water and the other was for cold.

In order not to startle the hens, the woman always knocked on the door of the chicken house before entering.

One day Greg, five, was along, and he stopped her just as she started to rap.

"You don't have to knock, Grandma. I know they're home!" he said.

Five-year-old Timmy had been given his first part in a Sunday School play. He had practiced his one line: "It is I, be not afraid," until we were sure he knew it.

However, when his turn came to speak he froze. Prompters whispered his line on deaf ears as Timmy said: "It's me, and I'm scared to death!"

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